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Informational Wage Rates
by Occupation and Skill Levels

Published by the Montana Department of Labor and Industry
October 1995

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The Montana State Job Service Division maintains 23 local Job Service Offices in principal cities of Montana. You are invited to call on any of these offices for assistance in filling positions in your organization, obtaining additional labor market information and for receiving other services in connection with your employment needs.

LOCAL JOB SERVICE OFFICE LISTING

ANACONDA
307 East Park
Anaconda, MT 59711
(563-3444)

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624 N. 24th St. (Main)
2121-B Rosebud Dr. (Satellite)
Billings, MT 59101
(248-7371)Main
(652-3080)Satellite

BOZEMAN
121 N. Willson
Bozeman, MT 59715
(586-5455)

BUTTE
206 W. Granite
P.O. Box 309
Program Office
Butte, MT 59703
(782-0417)Granite
(782-9115)Pgr.Off.

CUT BANK
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Cut Bank, MT 59427
(873-2191)

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Dillon, MT 59725
(683-4259)

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427 1st Ave. E.
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Glasgow, MT 59230
(228-9369)

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Glendive, MT 59330
(365-3314)

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Great Falls, MT 59405
(761-1730)

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333 Main St.
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Hamilton, MT 59840

HAVRE
416 1st St.
Havre, MT 59501
(265-5847)

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715 Front St.
Helena, MT 59601
(447-3200)
(1-800-838-7917)

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300 1st Ave. N.
Lewistown, MT 59457
(538-8701)

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120 W. 5th St.
Libby, MT 59923
(293-6282)

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228 S. Main
P.O. Box 1199
Livingston, MT 59047
(222-0520)

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12 N. 10th St.
P.O. Box 1786
Miles City, MT 59301
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539 S. 3rd St. W.
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Missoula, MT 59806
(728-7060)

POLSON
417 Main St.
P.O. Box 970
Polson, MT 59860
(883-5261)

SHELBY
402 1st St. S.
Shelby, MT 59474
(434-5161)

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Wolf Point, MT 59201
(653-1720)

Montana Informational Wage Rates And Skill Levels By Occupation (Statewide Information Only)

State of Montana
Marc Racicot, Governor

Department of Labor & Industry
Laurie Ekanger, Commissioner

Published October 1995 by the Montana Department of Labor & Industry

The Research & Analysis Bureau welcomes questions, comments and suggestions from the public. In addition, we will do our best to provide information in accessible format, on request, in compliance with the Americans with Disabilities Act. For more information, contact:

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Helena, Montana 59624
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Introduction

This publication was developed in response to public demand for information about entry-level preparation needed for successful performance in specific occupations.

This is a companion publication to *Wages in Montana's Private Sector by Occupational Classification* available from the Montana Department of Labor and Industry's Research and Analysis Bureau, which contains more detailed wage information from a 1993 wage survey, a sample wage survey form and a description of how the wage survey was conducted. This publication contains statewide wage information pertaining to private employers only. Rates are updated periodically, so please check with a local Job Service Office for the most recent information before using a wage rate for alien certification purposes.

Wages in this publication are intended for information and planning purposes only and are not to be used as prevailing wage rates. If you need prevailing wage rates for public works contracts, contact:

Employment Relations Division
Montana Department of Labor & Industry
P. O. Box 1728
Helena, MT 59624
(406) 444-5600

Occupational wage and skill level information is used in Montana for business, educational and personal career planning.

- $ Montana employers use this information to determine wages and benefits offered to employees.
- $ Out-of-state firms want to know what salaries to pay their Montana employees.
- $ Individuals want to know how much they can expect to be paid in a specific occupation.
- School counselors make use of it in career planning.
- Educational planners find it useful in planning curriculums.
- Higher education students can see where the jobs are.

Interpretation Of Wage Data

MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION (INCLUDING SKILL LEVELS REQUIRED)

D.O.T. Code		Occupation	Hourly Wage Rates (Average)	(Median)	Guide For Occupational Exploration	Physical Demands	General Educational Development (Reasoning)	(Math)	(Language)	Specific Vocational Preparation
(905.663-014)	● ■	TRUCK DRIVER, HEAVY	11.03	10.61	050801	M	3	2	2	4
(906.683-022)	●	TRUCK DRIVER, LIGHT	7.37	6.80	050801	M	3	2	2	3
(904.383-010)	● ■	TRUCK DRIVER, TRACTOR TRAILER	10.40	10.00	050801	M	3	2	3	4

Listed Alphabetically by Occupation

For your convenience, occupations are listed alphabetically within the statewide wage and skill level information section beginning on page 7.

Information from Left to Right

D.O.T. Code: An occupational code from the U.S. Department of Labor's *Dictionary of Occupational Titles*, which lists job descriptions for more than 21,000 U.S. occupations. The first digit in each D.O.T. Code identifies the major occupational category an occupation belongs to:

0/1	Professional, technical and managerial occupations
2	Clerical and sales occupations
3	Service occupations
4	Agricultural, fishery, forestry and related occupations
5	Processing occupations
6	Machine trades occupations
7	Benchwork occupations
8	Structural work occupations
9	Miscellaneous occupations

Occupation: The name of an occupation.

(●) Workers in these occupations are required by law to be paid prevailing wage rates when involved with public works contracts. The wage information in this publication is for informational purposes only. Prevailing wage rates are established by the Montana Department of Labor and Industry after surveying employers in 10 prevailing wage districts within the state, and can be obtained from the Department's Employment Relations Division.

(■) Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information begins on page 33.

Hourly Wage Rates

Average: Weighted for how many individual workers are employed at each wage rate. Each reported individual wage rate is multiplied by its corresponding frequency (number of workers), and then added together to arrive at a sum total. The sum total is next divided by the total frequency (total number of workers) to determine the weighted average wage.

Median: The wage rate that divides the wage distribution into two equal parts. Half the reported wages fall above the median rate and half below.

Guide for Occupational Exploration

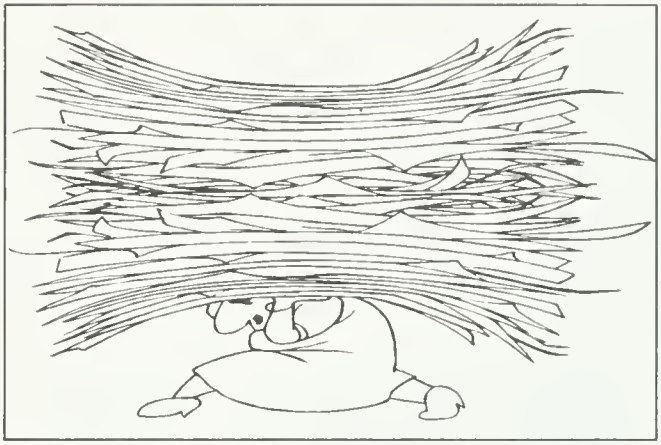
The Guide for Occupational Exploration (GOE) was designed by the U.S. Employment Service to provide career counselors and other D.O.T. users with additional information about interests, aptitudes and entry-level preparation required for successful performance in various occupations. The GOE is also useful in self-assessment and counselor-assisted settings to help people be realistic in regard to their ability to meet job requirements.

The GOE coding structure classifies jobs at three levels. The first divides occupations according to 12 interest areas corresponding to interest factors. The interest factors are defined in terms of broad interest requirements of occupations as well as vocational interests of individuals. The 12 areas are:

01 Artistic	**05 Mechanical**	**09 Accommodating**
02 Scientific	**06 Industrial**	**10 Humanitarian**
03 Plants-Animals	**07 Business Detail**	**11 Leading-Influencing**
04 Protective	**08 Selling**	**12 Physical Performing**

The interest areas are then subdivided into work groups, the second set of two digits within the six-digit code. Each work group includes occupations requiring similar worker traits and capabilities in related work settings. The GOE contains descriptive information for each work group and identifies each occupation in the group with a four-digit code and title. In many interest areas, occupations which require the most education, training and experience are in the first group, while those requiring less formal education are listed in the last group.

Work groups are then subdivided into subgroups, the third two-digit set in the GOE code, of occupations with even more homogeneous interests, aptitudes and adaptability requirements. Each subgroup is identified by its unique six-digit code and title. Some subgroups contain occupations from more than one industry, listed within alphabetized industries.



Physical Demands

The Physical Demands Strength Rating reflects the estimated overall strength requirement of the job, expressed in terms of the letter corresponding to the particular strength rating. It represents strength requirements considered important for average, successful work performance. The strength rating is expressed by five terms: Sedentary, Light, Medium, Heavy and Very Heavy.

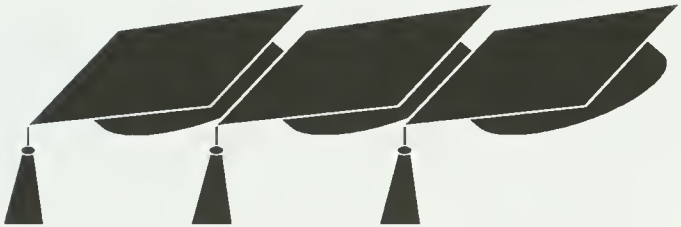
S-Sedentary Work: Involves sitting most of the time, but may involve walking or standing for brief periods. Also includes lifting, carrying, pushing, pulling and moving objects of minimal weight using minimal force.

L-Light Work: Exerting up to 20 pounds of force to move objects. Physical demands are in excess of Sedentary requirements. A job is rated L when it requires walking or standing to a significant degree, or sitting most of the time but requiring pushing and/or pulling of arm or leg controls, or when working at a production rate pace entailing the constant pushing and/or pulling of materials even though the weight of those materials is negligible.

M-Medium Work: Exerting 20 to 50 pounds of force occasionally, and/or 10 to 25 pounds of force frequently, and/or greater than negligible up to 10 pounds of force constantly to move objects. Physical demand requirements exceed those for Light Work.

H-Heavy Work: Exerting 50 to 100 pounds of force occasionally, and/or 25 to 50 pounds frequently, and/or 10 to 20 pounds of force constantly to move objects. Physical demand requirements exceed those for Medium Work.

V-Very Heavy Work: Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects. Physical demand requirements exceed those for Heavy Work.



General Education Development Levels

General Educational Development embraces those aspects of education, formal and informal, required to do a satisfactory job. This is education of a general nature which doesn't have a recognized, fairly specific occupational objective. Ordinarily, such education is obtained in elementary and high schools or college. And it may be obtained from experience and self-study. The GED Scale is composed of three divisions: Reasoning, Mathematical and Language Development. The descriptions are based on the curricula taught in U.S. schools.

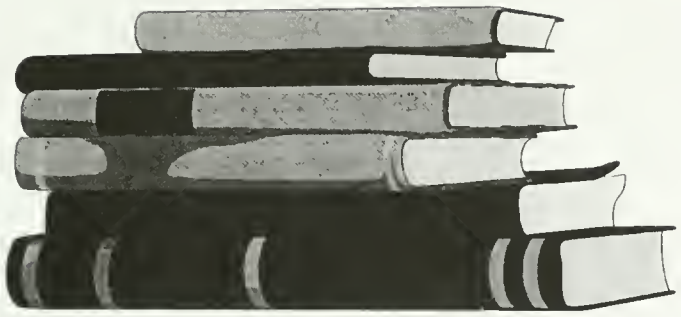
An analysis of mathematics courses in school curricula reveals distinct levels of progression in the primary and secondary grades and college. These levels of progression facilitate the selection and assignment of six levels of GED for the mathematical development scale. However, though language courses follow a similar pattern of progression in primary and secondary school, particularly in learning and applying the principles of grammar, this pattern changes at the college level. The diversity of language courses offered at the college level precludes the establishment of distinct levels of language progression levels of GED inasmuch as levels 5 and 6 share a common definition, even though they are distinct levels.

LEVEL 1

Reasoning: Apply commonsense understanding to carry out simple one- or two-step instructions.
Math: Add and subtract two-digit numbers and multiply and divide 10s and 100s by 2, 3, 4 and 5.
Language: Speak simple sentences. Recognize meaning of 2,500 (two- or three-syllable) words. Read 95 to 120 words per minute. Print simple sentences containing subject, verb, object and series of numbers, names and addresses.

LEVEL 2

Reasoning: Apply commonsense understanding to carry out detailed but uninvolved written or oral instructions.
Math: Add, subtract, multiply and divide numbers. Perform these operations with common and decimal fractions.
Language: Read at rate of 190 to 215 words per minute. Write compound and complex sentences using cursive style, proper punctuation, adjectives and adverbs. Speak clearly using present, perfect and future tenses.



LEVEL 3

Reasoning: Apply commonsense understanding to carry out instructions furnished in written, oral or diagrammatic form.
Math: Apply simple algebra and geometry principles such as calculating variables and understanding angles. Calculate surfaces, volumes, weights and measures.
Language: Read a variety of novels, magazines, encyclopedias and instructions. Write reports and essays with proper format, punctuation, spelling and grammar. Speak before an audience with poise, voice control and confidence.

LEVEL 4

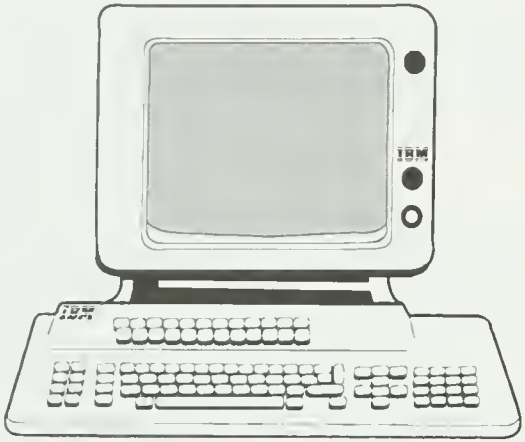
Reasoning: Apply principles of rational systems to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
Math: Apply more complex algebra and geometry principles such as working with a system of real numbers and rectangular coordinates, probability and statistical inference.
Language: Read novels, poems, newspapers and journals. Prepare business letters, summaries and reports. Participate in panel discussions, dramatizations and debates.

LEVEL 5

Reasoning: Apply principles of logical or scientific thinking to define problems, collect data, establish facts and draw valid conclusions.
Math: Apply algebra, calculus and statistics principles. Work with exponents and logarithms, analytical geometry, differentiation and integration and frequency distributions.
Language: Read literature, book and play reviews, scientific and technical journals. Write novels, plays, editorials, journals and speeches. Understand theory, principles and methods of effective and persuasive speaking, voice and diction, and discussion and debate.

LEVEL 6

Reasoning: Apply principles of logical or scientific thinking to a wide range of intellectual and practical problems. Deal with nonverbal symbolism (formulas, scientific equations, graphs, musical notes, etc.) in its most difficult phases.
Math: Apply advanced calculus, modern algebra and statistics principles. Work with limits and continuity, differential equations and linear algebra, mathematical statistics, statistical inference and econometrics.
Language: Same as Level 5.



Specific Vocational Preparation

Specific Vocational Preparation is defined as the amount of lapsed time required by a typical worker to learn the techniques, acquire the information and develop the facility for average performance in a specific job-worker situation.

Training may be acquired in a school, work, military, institutional or vocational environment. It doesn't include the orientation time required of a fully-qualified worker to become accustomed to the special conditions of any new job. Specific vocational training includes: vocational education, apprenticeship training, in-plant training, on-the-job training and essential experience in other jobs.

The various levels of specific vocational preparation are:

Level	Time
1	Short demonstration only
2	Anything beyond short demonstration up to and including one month
3	Over one month up to and including three months
4	Over three months up to and including six months
5	Over six months up to and including one year
6	Over one year up to and including two years
7	Over two years up to and including four years
8	Over four years up to and including 10 years
9	Over 10 years

MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(INCLUDING SKILL LEVELS REQUIRED)

D.O.T. Code	Occupation	Hourly Wage Rates (Average)	Hourly Wage Rates (Median)	Guide For Occupational Exploration	Physical Demands	General Educational Development (Reasoning)	General Educational Development (Math)	General Educational Development (Language)	Specific Vocational Preparation
(160.162-018)	■ ACCOUNTANT	13.50	12.95	110601	S	5	5	5	8
(160.162-026)	ACCOUNTANT, COST	12.26	11.82	110601	S	5	5	5	8
(216.482-010)	ACCOUNTING CLERK	7.67	7.21	070202	S	4	3	3	5
(169.167-010)	ADMINISTRATIVE ASSISTANT	9.79	9.20	110502	S	5	3	5	7
(219.362-010)	ADMINISTRATIVE CLERK	7.77	7.06	070102	L	4	3	3	4
(169.167-014)	■ ADMINISTRATIVE SECRETARY	9.27	8.69	070102	S	5	4	5	8
(187.117-010)	ADMINISTRATOR, HEALTH CARE FACILITY	24.69	20.82	110702	L	5	5	5	8
(040.061-010)	AGRONOMIST	14.98	15.11	020202	L	6	6	6	8
(196.263-014)	AIRPLANE PILOT, COMMERCIAL	21.88	16.50	050401	L	5	4	4	8
(912.663-010)	AIRPORT UTILITY WORKER	8.11	7.50	051206	H	3	2	3	4
(785.261-010)	■ ALTERATION TAILOR	6.29	6.25	050515	L	4	3	3	7
(913.683-010)	■ AMBULANCE DRIVER	5.59	5.25	050803	V	3	2	2	4
(410.674-010)	ANIMAL CARETAKER	4.94	4.75	030302	M	2	1	1	4
(159.147-010)	ANNOUNCER	5.87	5.00	010303	L	5	3	4	6
(055.067-018)	ARCHEOLOGIST	12.67	12.50	110303	L	6	5	5	7
(001.061-010)	ARCHITECT	15.06	14.19	050107	L	6	6	6	8
(001.061-018)	■ ARCHITECT, LANDSCAPE	12.87	14 18	050107	L	5	5	5	8
(185.117-014)	AREA SUPERVISOR, RETAIL CHAIN STORE	13.51	9.73	111105	L	4	3	4	7
(141.031-010)	ART DIRECTOR	10.18	9.11	010203	S	5	3	5	8
(022.281-010)	ASSAYER	13.41	13.12	020401	L	5	5	4	7
(754.684-010)	■ ASSEMBLER (PLASTIC)	7.81	7.00	060424	M	2	2	1	4
(706.687-010)	■ ASSEMBLER, PRODUCTION	6.66	6.00	060422	L	2	1	1	2
(739.687-030)	ASSEMBLER, SMALL PRODUCTS	5.86	5.50	060423	L	2	1	1	2
(189.117-010)	ASSOCIATION EXECUTIVE	15.97	14.20	110501	L	5	4	5	8
(359.677-010)	ATTENDANT, CHILDREN'S INSTITUTION	5.97	6.00	100303	M	3	2	3	3
(329.467-010)	■ ATTENDANT, LODGING FACILITIES	4.83	5.00	051004	M	2	2	2	3
(194.262-010)	AUDIO OPERATOR	9.19	8.34	051005	L	4	4	3	7

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division. See "Interpretation of Wage Data" information on page 2.

■ Workers in these occupations are sometimes paid on a non-hourly basis. See "Interpretation of Wage Data" information on page 2 and "Non-hourly Wage Rates" on page 33.

MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(INCLUDING SKILL LEVELS REQUIRED)

D.O.T. Code	Occupation	Hourly Wage Rates (Average)	Hourly Wage Rates (Median)	Guide For Occupational Exploration	Physical Demands	General Educational Development (Reasoning)	General Educational Development (Math)	General Educational Development (Language)	Specific Vocational Preparation
(160.167-054)	AUDITOR	13.12	11.90	110601	S	5	5	5	8
(160.167-034)	AUDITOR, INTERNAL	12.59	12.93	110601	L	5	5	5	7
(807.381-010)	■ AUTO BODY REPAIRER	10.16	10.00	050506	M	3	3	3	7
(915.687-034)	AUTOMOBILE DETAILER	6.10	4.75	051218	M	2	1	1	2
(295.467-026)	AUTOMOBILE RENTAL CLERK	5.08	4.75	090402	L	3	3	3	4
(620.261-018)	AUTOMOBILE-REPAIR-SERVICE ESTIMATOR	9.63	8.75	050702	L	4	3	3	7
(920.687-014)	BAGGER, GROCERY PACKER	4.57	4.58	090510	M	2	1	1	2
(313.381-010)	BAKER	7.73	7.50	051008	M	3	2	2	6
(663.682-010)	BARKER OPERATOR	10.18	10.01	060403	M	2	1	1	3
(312.474-010)	BARTENDER	5.63	5.50	090401	L	3	2	3	3
(214.362-042)	■ BILLING CLERK	8.54	7.07	070204	S	4	3	3	4
(214.382-014)	BILLING TYPIST	8.33	7.50	070204	S	3	3	3	4
(214.387-010)	BILLING-CONTROL CLERK	10.39	10.91	070204	S	3	3	3	5
(653.685-010)	BINDERY WORKER	7.72	6.66	060404	L	2	2	2	4
(041.061-030)	BIOLOGIST	15.06	15.87	020203	L	6	6	6	8
(931.261-010)	BLASTER	19.40	19.85	051006	M	4	3	2	7
(807.361-014)	BOAT REPAIRER	6.45	6.25	050502	M	4	3	3	7
(950.382-010)	BOILER OPERATOR	11.76	10.55	050602	M	4	3	3	7
(210.382-014)	■ BOOKKEEPER	8.25	8.00	070201	S	4	4	3	6
(210.382-046)	BOOKKEEPER, GENERAL LEDGER	10.04	9.00	070201	S	4	4	3	5
(219.482-010)	BROKERAGE CLERK I	7.44	7.89	070202	S	4	3	3	5
(454.684-010)	■ BUCKER	11.78	9.77	030402	H	2	1	1	3
(161.117-010)	BUDGET OFFICER	12.39	12.24	110605	S	5	5	5	8
(913.463-010)	■ BUS DRIVER	6.87	6.75	090301	M	3	2	2	4
(525.381-014)	BUTCHER, ALL-ROUND	5.71	5.05	060228	H	3	2	2	6
(162.157-018)	BUYER	9.75	9.92	080103	L	4	3	4	6
(660.280-010)	CABINETMAKER	8.96	9.00	050508	M	4	4	3	6

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division. See "Interpretation of Wage Data" information on page 2.

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MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(INCLUDING SKILL LEVELS REQUIRED)

D.O.T. Code		Occupation	Hourly Wage Rates (Average)	Hourly Wage Rates (Median)	Guide For Occupational Exploration	Physical Demands	General Educational Development (Reasoning)	General Educational Development (Math)	General Educational Development (Language)	Specific Vocational Preparation
(341.677-010)		CADDIE	4.25	4.25	090506	M	2	2	2	2
(143.062-022)		CAMERA OPERATOR	6.24	5.00	010203	M	4	3	4	7
(329.683-010)		CAMPGROUND ATTENDANT	22.56	5.50	051218	M	2	1	1	2
(622.381-014)		CAR REPAIRER	12.41	12.51	050506	H	4	3	3	7
(301.687-010)		CARETAKER	6.03	5.70	051218	M	2	1	2	2
(860.381-022)	●	CARPENTER	10.62	10.00	050502	M	4	3	3	7
(860.681-010)		CARPENTER II	11.42	11.00	060222	M	3	2	2	5
(860.381-026)		CARPENTER, APPRENTICE	6.93	7.00	050502	M	4	3	3	7
(760.684-010)		CARPENTER, BENCH	10.38	10.12	060425	H	2	2	2	3
(860.281-010)		CARPENTER, MAINTENANCE	11.14	10.50	050502	M	4	4	3	7
(864.381-010)	●	CARPET LAYER	9.46	10.00	051001	H	3	2	2	7
(915.667-010)		CAR-WASH ATTENDANT, AUTOMATIC	4.80	4.50	090402	L	2	2	1	2
(195.137-010)		CASEWORK SUPERVISOR	9.39	9.17	100102	S	5	3	5	7
(195.107-010)		CASEWORKER	10.40	10.35	100102	S	5	3	5	7
(195.107-018)		CASEWORKER, FAMILY	11.62	11.00	100102	S	5	4	5	7
(211.362-010)		CASHIER	5.54	5.00	070301	S	4	3	3	5
(211.462-014)		CASHIER-CHECKER	6.39	5.25	070301	L	3	2	2	3
(211.462-022)		CASHIER, GAMBLING	5.38	5.25	070301	S	3	3	2	4
(211.462-010)		CASHIER, OFFICE	5.92	5.75	070301	L	3	2	2	2
(558.585-010)		CATALYTIC CONVERTER OPERATOR HELPER	13.98	14.63	060411	L	2	1	1	5
(319.677-010)		CATERER HELPER	4.63	4.25	090502	L	3	2	2	3
(406.684-010)		CEMETERY WORKER	5.51	5.37	030404	H	3	1	2	5
(822.281-014)		CENTRAL-OFFICE REPAIRER	18.61	17.72	050505	L	4	3	3	7
(822.131-010)		CENTRAL-OFFICE-REPAIRER SUPERVISOR	20.09	20.03	050505	L	4	4	4	7
(669.686-018)		CHAIN OFF-BEARER	7.84	8.10	060403	H	2	1	1	2
(822.281-014)		CENTRAL-OFFICE REPAIRER	18.61	17.72	050505	L	4	3	3	7
(822.131-010)		CENTRAL-OFFICE-REPAIRER SUPERVISOR	20.09	20.03	050505	L	4	4	4	7

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(INCLUDING SKILL LEVELS REQUIRED)

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(669.686-018)		CHAIN OFF-BEARER	7.84	8.10	060403	H	2	1	1	2
(359.667-010)		CHAPERON	5.51	5.50	040203	L	3	2	2	2
(313.131-014)	■	CHEF, RESTAURANT/HOTEL	7.58	6.50	050517	L	4	3	3	7
(022.061-010)		CHEMIST	17.04	16.35	020101	L	6	6	5	8
(003.167-030)		CHIEF ENGINEER, BROADCASTING	11.78	12.93	050103	L	5	5	5	8
(030.167-010)		CHIEF, COMPUTER PROGRAMMER	15.70	15.53	110101	S	5	4	5	8
(079.364-010)		CHIROPRACTOR ASSISTANT	6.60	6.25	100302	M	4	3	4	6
(921.687-014)	■	CHOKE SETTER	12.94	13.25	051204	V	1	1	1	2
(241.217-010)	■	CLAIM ADJUSTER	12.63	11.97	111201	L	5	3	5	6
(241.267-018)		CLAIM EXAMINER	9.35	8.88	111201	S	4	3	4	7
(168.267-014)		CLAIM EXAMINER	15.64	15.10	070203	S	5	3	4	7
(241.362-010)		CLAIMS CLERK	7.17	7.30	070502	S	4	3	3	4
(205.367-018)		CLAIMS CLERK, LOSS-CLAIMS	8.83	8.90	070402	S	3	3	3	4
(389.664-010)	■	CLEANER, CARPET & UPHOLSTERY	7.06	6.62	051218	H	2	1	2	3
(381.687-014)	● ■	CLEANER, COMMERCIAL OR INSTITUTIONAL	5.54	5.02	051218	H	1	1	1	2
(323.687-014)		CLEANER, HOUSEKEEPING	4.49	4.25	051218	L	1	1	1	2
(381.687-022)		CLEANER, LABORATORY EQUIPMENT	5.95	6.00	051218	M	2	2	1	2
(919.687-014)		CLEANER, TRANSPORTATION VEHICLES	4.86	4.75	051218	M	2	1	1	1
(203.362-010)		CLERK-TYPIST	6.93	6.69	070602	S	3	3	3	4
(299.367-010)		CLERK, CUSTOMER SERVICE	7.18	6.62	090402	L	3	3	3	4
(209.562-010)		CLERK, GENERAL OFFICE	7.02	6.63	070703	L	3	2	3	3
(249.367-058)		CLERK, PARTS-ORDER-&-STOCK	9.73	8.50	050901	L	3	2	2	5
(249.262-010)		CLERK, POLICYHOLDER-INFORMATION	8.62	8.10	070404	S	4	2	4	6
(209.667-018)		CODE AND TEST CLERK	10.16	10.60	110804	S	4	3	4	5
(168.367-018)		CODE INSPECTOR	8.69	8.24	050306	L	3	2	3	5
(639.281-014)	●	COIN-MACHINE-SERVICE REPAIRER	9.38	9.19	051002	M	3	3	3	5
(241.367-010)		COLLECTION AGENT	9.32	8.27	070301	L	3	3	3	4

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(216.362-014)	COLLECTION CLERK, FINANCIAL	6.95	6.90	070202	S	4	4	4	5
(241.357-010)	COLLECTION CLERK, PAST-DUE ACCOUNTS	11.49	9.50	070402	S	4	3	4	5
(186.167-078)	COMMERCIAL LOAN COLLECTION OFFICER	10.71	9.37	110502	S	5	4	5	8
(412.687-010)	COMMISSARY ASSISTANT	5.89	5.91	030302	H	2	2	1	2
(195.167-010)	COMMUNITY ORGANIZATION WORKER	5.37	5.35	110701	S	5	3	5	8
(195.367-018)	COMMUNITY WORKER	6.12	5.50	100102	L	4	3	4	6
(973.381-010)	COMPOSITOR	10.07	8.00	050513	L	4	2	3	8
(213.362-010)	COMPUTER OPERATOR	7.83	7.22	070601	L	4	2	3	6
(030.162-010)	COMPUTER PROGRAMMER	11.63	10.70	110101	S	5	4	5	7
(033.167-010)	COMPUTER SYSTEMS HARDWARE ANALYST	15.63	11.25	050103	S	5	5	5	7
(869.664-014)	CONSTRUCTION WORKER	10.30	10.50	051001	H	3	3	3	4
(189.167-010)	CONSULTANT	14.51	17.24	110102	S	5	5	5	8
(160.167-058)	CONTROLLER	16.92	15.39	110602	S	5	5	4	8
(921.662-018)	CONVEYOR SYSTEM OPERATOR	10.09	10.76	051204	M	3	2	2	3
(315.361-010)	■ COOK	6.06	6.00	051008	M	3	2	2	6
(317.687-010)	■ COOK HELPER	5.40	5.25	051217	M	2	1	1	2
(526.381-026)	COOK, KETTLE	5.19	5.05	060104	M	3	2	2	6
(313.374-014)	COOK, SHORT ORDER	5.93	6.00	051008	L	3	2	2	3
(187.167-022)	COORDINATOR, VOLUNTEER SERVICES	8.86	8.01	110701	S	5	3	5	7
(131.067-014)	COPY WRITER	8.64	7.93	010102	S	5	2	5	7
(045.107-010)	COUNSELOR, GUIDANCE	10.83	10.17	100102	S	5	5	5	7
(045.107-038)	COUNSELOR, RESIDENCE	6.46	5.86	100102	S	5	4	5	7
(045.107-042)	COUNSELOR, VOCATIONAL-REHABILITATION	10.80	8.76	100102	S	5	3	5	8
(160.267-022)	CREDIT ANALYST	16.26	15.86	110603	S	5	4	5	8
(205.367-022)	CREDIT CLERK	7.65	7.26	070401	S	4	3	4	4
(160.207-010)	CREDIT COUNSELOR	6.99	6.71	070101	S	5	5	5	7
(570.685-022)	CRUSHER TENDER	9.79	10.00	060408	M	2	2	1	3

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(102.017-010)		CURATOR	10.10	7.74	110704	L	6	5	6	9
(239.362-014)		CUSTOMER SERVICE REPRESENTATIVE	11.99	12.78	070401	S	3	2	3	5
(205.362-026)		CUSTOMER SERVICE REPRESENTATIVE, FINANCIAL	7.22	6.94	070401	L	4	3	4	6
(822.131-014)		CUSTOMER FACILITIES SUPERVISOR	19.03	17.38	050505	L	4	4	4	7
(667.682-022)	●	CUT-OFF SAW OPERATOR	5.87	5.50	060203	M	3	2	2	4
(607.682-010)		CUT-OFF SAW OPERATOR, METAL	8.15	8.40	060202	M	3	2	2	4
(203.582-054)		DATA ENTRY OPERATOR	7.14	6.50	070601	S	3	2	3	4
(209.387-022)		DATA-EXAMINATION CLERK	6.18	6.16	070502	S	3	2	3	3
(359.677-018)		DAY CARE/CHILD CARE WORKER	5.18	4.75	100303	L	3	2	3	4
(299.477-010)	■	DELIVERER, MERCHANDISE	7.70	8.01	090402	M	2	2	2	2
(297.354-010)		DEMONSTRATOR	5.00	5.00	080205	L	3	3	3	3
(079.361-018)		DENTAL ASSISTANT	8.10	8.00	100302	L	4	3	4	6
(078.361-010)	■	DENTAL HYGIENIST	17.60	17.50	100202	L	4	3	4	6
(712.381-018)		DENTAL-LABORATORY TECHNICIAN	8.33	8.81	050511	L	4	3	4	7
(072.101-010)	■	DENTIST	43.50	36.35	020302	L	6	5	5	8
(921.663-022)		DERRICK OPERATOR	10.20	9.85	051104	M	3	1	1	4
(930.683-018)		DERRICK WORKER, WELL SERVICE	8.91	9.18	051103	H	2	1	1	3
(142.081-010)		DESIGNER, FLORAL	5.86	5.55	010203	L	4	3	3	6
(141.061-018)		DESIGNER, GRAPHIC	8.36	8.25	010203	S	5	3	4	7
(142.061-026)		DESIGNER, INDUSTRIAL	12.25	10.00	010203	S	5	4	4	7
(142.051-014)		DESIGNER, INTERIOR	11.89	12.00	010203	L	5	3	4	7
(077.117-010)		DIETITIAN, CHIEF	8.42	7.86	110502	S	5	4	5	8
(311.677-018)		DINING ROOM ATTENDANT	4.37	4.25	090502	M	2	1	1	2
(209.587-018)		DIRECT MAIL CLERK	7.05	6.04	070702	L	3	1	2	4
(045.107-018)		DIRECTOR OF COUNSELING	8.58	7.64	100102	S	5	5	5	8
(090.117-022)		DIRECTOR, ATHLETIC	11.78	11.06	110703	S	5	3	5	9
(187.167-234)		DIRECTOR, COMMUNITY ORGANIZATION	15.64	14.38	110701	S	5	3	4	8

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(092.167-010)	DIRECTOR, DAY CARE CENTER	10.43	10.10	110703	S	4	3	4	7
(099.117-010)	DIRECTOR, EDUCATIONAL PROGRAM	10.86	10.88	110703	S	5	3	5	8
(165.117-010)	DIRECTOR, FUNDRAISING	13.15	11.97	110902	S	5	4	4	8
(187.167-030)	DIRECTOR, FUNERAL	14.25	13.65	111104	L	4	4	4	7
(102.117-014)	DIRECTOR, MUSEUM-OR-ZOO	16.87	14.21	110201	S	6	4	6	8
(184.167-014)	DIRECTOR, NEWS	10.64	9.62	110801	L	5	3	5	8
(075.117-022)	DIRECTOR, NURSING SERVICE	16.55	16.15	110702	S	5	4	5	8
(189.117-042)	DIRECTOR, QUALITY ASSURANCE	14.27	14.89	110502	L	5	5	5	8
(187.167-214)	DIRECTOR, SERVICE	15.19	15.63	110701	M	5	3	5	8
(249.167-014)	DISPATCHER, MOTOR VEHICLE	10.41	9.78	070501	S	3	2	3	5
(954.362-010)	DITCH RIDER	9.95	10.89	050603	M	4	3	3	4
(418.674-010)	■ DOG GROOMER	5.14	5.00	030302	M	3	2	3	4
(001.261-010)	DRAFTER, ARCHITECTURAL	10.18	10.00	050302	S	4	4	4	7
(017.281-018)	DRAFTER, ASSISTANT	6.55	6.00	050302	S	4	4	3	7
(005.281-010)	DRAFTER, CIVIL	11.27	10.41	050302	S	4	4	4	7
(003.281-010)	DRAFTER, ELECTRICAL	15.75	14.78	050302	S	5	5	4	7
(003.281-014)	DRAFTER, ELECTRONICS	10.41	9.80	050302	S	5	5	4	7
(010.281-014)	DRAFTER, GEOLOGICAL	12.82	12.74	050302	S	5	5	5	6
(007.281-010)	DRAFTER, MECHANICAL	9.56	9.81	050302	S	5	5	5	7
(292.353-010)	■ DRIVER, SALES ROUTE	6.87	5.93	080207	M	3	2	3	3
(913.663-018)	■ DRIVER, SHUTTLE	5.55	5.63	090301	M	2	2	2	3
(362.382-014)	DRY CLEANER	5.63	5.65	060216	M	3	2	2	5
(353.364-010)	DUDE WRANGLER	5.43	5.00	120102	M	3	2	3	3
(207.682-010)	DUPLICATING MACHINE OPERATOR	6.97	6.62	051005	L	3	2	1	4
(188.117-102)	ECONOMIC DEVELOPMENT COORDINATOR	10.29	9.81	110503	L	5	4	5	8
(050.067-010)	ECONOMIST	25.97	20.34	110305	S	5	5	5	8
(667.682-026)	EDGER AUTOMATIC (SAWMILL)	10.54	10.80	060203	L	3	2	1	5

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(132.037-022)		EDITOR, PUBLICATIONS	12.83	10.25	010101	S	6	3	6	8
(079.117-014)		EDUCATOR, PUBLIC HEALTH	9.10	7.87	110702	L	5	4	5	8
(827.261-010)		ELECTRICAL APPLIANCE SERVICER	9.59	9.23	050510	M	4	3	3	7
(620.261-026)		ELECTRIC-GOLF CART REPAIRER	8.32	8.50	051003	M	3	2	3	5
(824.261-010)	●	ELECTRICIAN	14.04	12.51	050505	M	4	4	3	7
(829.261-018)		ELECTRICIAN, MAINTENANCE	16.32	18.26	050505	M	4	4	4	8
(821.361-014)		ELECTRIC-METER INSTALLER	19.07	21.42	050505	L	4	4	3	7
(726.381-010)		ELECTRONICS INSPECTOR 1	12.24	6.87	060105	L	4	4	4	6
(828.261-022)		ELECTRONICS MECHANIC	14.04	14.72	050510	M	4	4	4	7
(195.267-010)		ELIGIBILITY WORKER	8.26	7.26	070101	S	4	3	4	6
(168.267-038)		ELIGIBILITY-AND-OCCUPANCY INTERVIEWER	9.60	9.34	070101	L	4	3	4	5
(079.374-010)		EMERGENCY MEDICAL TECHNICIAN	7.66	8.00	100302	M	4	3	4	5
(012.267-010)		ENGINEERING TECHNICIAN, INDUSTRIAL	10.53	8.50	050306	L	5	5	4	7
(003.187-010)		ENGINEER, CENTRAL-OFFICE EQUIPMENT	21.91	21.20	050103	S	6	6	6	8
(008.061-018)		ENGINEER, CHEMICAL	20.11	20.08	050107	L	6	6	6	8
(005.061-014)		ENGINEER, CIVIL	18.94	18.54	050107	L	5	5	5	8
(003.061-010)		ENGINEER, ELECTRICAL	20.08	20.02	050108	L	5	5	5	8
(003.167-018)		ENGINEER, ELECTRICAL POWER SYSTEM	16.17	16.75	050103	L	6	6	6	8
(828.261-014)		ENGINEER, FIELD SERVICE	11.36	10.95	050505	L	4	4	4	7
(012.167-030)	■	ENGINEER, INDUSTRIAL	17.89	16.80	050106	S	5	5	5	7
(910.363-014)		ENGINEER, LOCOMOTIVE	13.98	14.08	050802	L	4	2	3	7
(007.061-014)		ENGINEER, MECHANICAL	20.13	19.47	050108	L	5	5	5	8
(010.061-014)		ENGINEER, MINING	19.00	18.55	050106	L	5	5	5	7
(003.167-042)		ENGINEER, OUTSIDE-PLANT	15.75	18.46	050103	L	5	5	5	8
(010.061-018)		ENGINEER, PETROLEUM	19.93	18.83	050108	L	5	5	5	8
(007.167-014)		ENGINEER, PLANT	20.23	20.40	050108	L	5	5	5	8
(005.061-026)		ENGINEER, RAILROAD	15.10	16.83	050107	L	5	5	5	8

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(005.061-030)	ENGINEER, SANITARY	18.97	18.21	050103	L	5	5	5	8
(024.161-010)	ENGINEER, SOILS	17.40	16.29	050108	L	6	5	6	7
(950.382-026)	ENGINEER, STATIONARY	8.97	9.57	050602	M	4	4	3	7
(005.061-034)	ENGINEER, STRUCTURAL	17.81	19.47	050108	L	5	5	5	8
(029.081-010)	ENVIRONMENTAL ANALYST	19.10	17.35	020102	L	6	6	6	8
(169.267-038)	ESTIMATOR	10.16	9.81	050302	S	4	4	4	7
(187.167-046)	EXECUTIVE HOUSEKEEPER	7.36	7.50	111101	L	5	4	4	8
(187.117-030)	EXECUTIVE VICE PRESIDENT, CHAMBER OF COMMERCE	19.78	18.18	110502	S	5	5	5	8
(809.381-010)	FABRICATOR-ASSEMBLER, METAL PRODUCTS	12.11	13.00	060224	M	3	2	2	5
(454.384-010)	■ FALLER I	16.41	15.00	030402	H	3	1	2	6
(410.664-010)	FARMWORKER, LIVESTOCK	5.41	5.50	030401	H	3	3	3	4
(311.472-010)	FAST-FOOD WORKER	4.49	4.35	090401	L	2	2	2	2
(521.682-026)	FEED MILLER/GRINDER	10.50	10.88	060215	M	3	1	2	7
(520.685-098)	FEED MIXER OPERATOR	6.93	6.25	060415	H	2	2	2	2
(206.367-014)	■ FILE CLERK II	5.66	5.45	070503	L	3	2	3	3
(090.117-030)	FINANCIAL AID OFFICER	12.31	10.00	110703	S	5	3	5	8
(816.482-010)	FLAME CUTTING MACHINE OPERATOR	12.26	12.52	060219	M	3	3	3	5
(343.467-014)	FLOOR ATTENDANT	5.31	5.00	090402	L	2	1	1	2
(930.684-014)	FLOOR WORKER, WELL SERVICE	8.26	9.00	051202	H	2	1	1	3
(319.677-014)	FOOD SERVICE WORKER, HOSPITAL	5.43	5.25	090502	M	3	2	2	2
(860.381-046)	FORM BUILDER	8.93	9.25	050502	H	4	3	2	7
(519.687-022)	FOUNDRY WORKER, GENERAL	6.35	6.25	060432	H	2	1	1	2
(319.474-010)	FOUNTAIN SERVER	4.69	4.50	090401	L	2	2	2	2
(620.281-038)	FRONT-END MECHANIC	9.28	8.50	051001	M	3	3	3	6
(293.157-010)	FUND RAISER	11.50	10.46	110902	L	5	3	4	6
(763.684-038)	FURNITURE ASSEMBLER	9.50	10.00	060222	M	3	2	2	4
(763.381-010)	FURNITURE FINISHER	8.02	8.12	050508	L	4	2	2	7

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(780.381-018)		FURNITURE UPHOLSTERER	8.29	7.75	050515	M	4	3	3	7
(343.464-010)		GAMBLING DEALER	5.49	5.75	090402	L	3	3	2	5
(620.131-014)		GARAGE SUPERVISOR	12.52	12.25	050509	L	4	3	4	7
(637.261-018)		GAS APPLIANCE SERVICER	8.32	8.54	051002	M	4	3	3	7
(625.281-026)	■	GAS-ENGINE REPAIRER	7.45	6.50	050509	M	3	3	3	6
(953.382-010)		GAS-PUMPING-STATION OPERATOR	14.58	16.08	050603	L	3	2	3	5
(914.384-010)		GAUGER	16.82	16.42	050603	M	3	3	3	6
(609.684-010)		GENERAL INSPECTOR	8.31	8.33	060302	L	3	2	2	4
(070.101-022)	■	GENERAL PRACTITIONER	41.70	38.46	020301	L	6	5	6	8
(024.061-018)		GEOLOGIST	21.05	19.71	020101	L	6	6	6	8
(024.061-022)		GEOLOGIST, PETROLEUM	18.13	16.83	020102	L	6	6	5	8
(024.061-026)		GEOPHYSICAL PROSPECTOR	26.92	26.99	020102	L	6	6	6	8
(865.684-010)		GLASS INSTALLER, AUTO-GLASS	8.59	8.16	051001	M	3	1	2	4
(865.684-014)		GLASS INSTALLER, DOORS AND WINDOWS	6.67	6.50	060430	M	2	1	2	3
(865.381-010)	●	GLAZIER	9.14	8.75	051001	M	3	2	2	7
(341.683-010)		GOLF-RANGE ATTENDANT	4.94	4.50	051218	M	2	1	2	2
(669.687-030)		GRADER	9.57	10.03	060302	L	3	2	2	4
(169.117-014)		GRANT COORDINATOR	11.83	12.65	110502	S	5	4	5	8
(406.137-010)		GREENSKEEPER, HEAD	6.81	5.62	030404	M	4	3	3	6
(406.684-014)	●	GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL	5.80	5.50	030404	M	2	1	2	3
(353.161-010)	■	GUIDE, HUNTING AND FISHING	4.70	4.25	090101	H	4	3	3	7
(332.271-018)	■	HAIR STYLIST	6.39	5.75	090201	L	4	3	3	6
(667.662-010)		HEAD SAWYER	11.86	12.05	060203	L	3	2	1	7
(052.067-022)		HISTORIAN	13.79	13.00	110303	S	5	2	5	7
(354.377-014)		HOME ATTENDANT	5.16	5.16	100303	M	3	2	2	3
(309.354-010)		HOMEMAKER	5.97	5.00	110203	L	4	2	4	5
(921.131-010)		HOOK TENDER	15.05	15.00	051204	L	3	2	2	7

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MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(INCLUDING SKILL LEVELS REQUIRED)

D.O.T. Code		Occupation	Hourly Wage Rates (Average)	(Median)	Gulde For Occupational Exploration	Physical Demands	General Educational Development (Reasoning)	(Math)	(Language)	Specific Vocational Preparation
(405.684-014)		HORTICULTURAL WORKER I	6.12	6.00	030404	H	3	2	3	3
(405.687-014)		HORTICULTURAL WORKER II	5.95	5.50	030404	H	2	1	1	2
(205.362-018)		HOSPITAL-ADMITTING CLERK	7.38	7.15	070401	S	3	2	3	4
(352.667-010)	■	HOST/HOSTESS	5.24	4.77	090101	L	3	2	3	3
(310.137-010)	■	HOST/HOSTESS, RESTAURANT	4.69	4.50	090103	L	4	3	4	6
(238.367-038)		HOTEL CLERK	5.37	5.25	070403	L	3	3	3	4
(323.687-018)		HOUSE CLEANER (HOTELS)	4.58	4.30	051218	H	2	1	1	2
(869.381-010)		HOUSE REPAIRER	9.64	10.62	051004	M	4	3	3	7
(301.474-010)	■	HOUSEKEEPER, HOME	5.21	4.65	051218	M	3	2	2	3
(166.267-046)		HUMAN RESOURCES ADVISOR	18.60	17.70	110202	L	5	3	5	7
(638.281-034)		HYDRAULIC REPAIRER	10.22	9.50	050509	H	3	3	3	7
(024.061-034)		HYDROLOGIST	16.28	15.87	020101	L	6	6	6	8
(141.061-022)		ILLUSTRATOR	8.54	8.50	010203	S	5	2	4	7
(079.127-010)		IN SERVICE COORDINATOR AUXILIARY PERSONNEL	12.14	10.83	100201	L	5	4	5	7
(637.261-014)		INSTALLER-SERVICER, HEATING/AIR-CONDITIONING	17.85	16.30	050509	M	4	3	3	7
(196.223-010)		INSTRUCTOR, FLYING	10.29	9.37	050401	L	5	4	5	7
(153.227-014)	■	INSTRUCTOR, PHYSICAL	7.98	6.50	100202	L	3	3	3	6
(196.223-014)		INSTRUCTOR, PILOT	12.25	12.00	050401	L	5	4	5	8
(153.227-018)		INSTRUCTOR, SPORTS	6.58	5.62	120101	M	4	3	4	7
(166.221-010)		INSTRUCTOR, TECHNICAL TRAINING	10.65	11.50	110202	L	5	4	5	8
(219.482-014)		INSURANCE CHECKER	9.72	9.80	070502	S	3	3	3	5
(214.362-022)		INSURANCE CLERK	7.88	7.50	070204	S	4	3	4	5
(222.387-026)		INVENTORY CLERK	8.04	7.40	050901	M	3	3	3	4
(160.267-026)		INVESTMENT ANALYST	12.63	11.58	110603	S	5	5	5	8
(851.383-010)		IRRIGATION SYSTEM INSTALLER	7.53	7.25	051101	M	3	2	2	5
(382.664-010)	● ■	JANITOR	6.19	5.50	051218	M	3	2	3	3
(700.281-010)		JEWELER	8.88	8.12	010602	S	4	3	3	7

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(166.267-018)	JOB ANALYST	8.88	9.30	110304	L	5	4	5	6
(166.267-034)	JOB DEVELOPMENT SPECIALIST	9.74	9.51	110304	S	4	3	4	5
(343.467-022)	KENO WRITER	4.98	5.00	090402	L	3	3	3	4
(318.687-010)	■ KITCHEN HELPER	4.80	4.50	051218	M	2	1	1	2
(199.364-014)	LABORATORY OR RESEARCH ASSISTANT	7.90	8.10	020401	M	4	4	4	6
(029.261-010)	LABORATORY TESTER	11.33	10.50	020401	L	4	4	4	6
(609.684-014)	LABORER, MACHINE SHOP	6.91	6.00	060439	H	2	1	1	2
(929.687-022)	LABORER, SALVAGE	5.19	5.00	060440	M	2	1	1	2
(018.167-018)	LAND SURVEYOR	14.17	14.42	050106	L	5	5	4	7
(408.161-010)	LANDSCAPE GARDENER	7.69	7.50	030103	H	4	4	4	7
(604.685-026)	LATHE TENDER	7.45	7.00	060402	M	2	2	2	3
(361.684-014)	LAUNDRY WORKER I	5.63	5.35	051218	M	2	1	1	2
(361.685-018)	LAUNDRY WORKER II	5.77	5.71	060435	M	2	1	1	2
(110.107-010)	■ LAWYER	23.21	19.79	110402	S	6	4	6	8
(100.127-014)	LIBRARIAN	8.87	8.36	110204	L	5	3	4	7
(100.167-026)	LIBRARIAN, SPECIAL LIBRARY	11.52	12.09	110204	L	5	4	5	8
(249.367-046)	LIBRARY ASSISTANT	7.61	7.58	110204	L	3	2	3	5
(379.667-014)	LIFEGUARD	4.48	4.25	040203	M	3	1	2	4
(821.361-018)	LINE ERECTOR	18.73	18.96	050505	H	4	3	3	7
(822.381-014)	LINE INSTALLER-REPAIRER	16.20	17.21	050505	H	4	3	3	7
(821.361-026)	LINE REPAIRER	17.59	18.34	050505	H	4	4	4	7
(822.131-018)	LINE SUPERVISOR	14.24	13.85	050505	L	4	4	4	7
(821.131-014)	LINE SUPERVISOR	19.84	19.73	050505	L	4	4	4	8
(821.361-030)	LINE-ERECTOR APPRENTICE	16.04	16.02	050505	H	4	3	3	7
(912.687-010)	LINE-SERVICE ATTENDANT	6.09	6.00	051206	M	3	2	2	2
(410.674-018)	LIVESTOCK YARD ATTENDANT	4.63	4.40	030401	H	3	2	2	2
(186.267-018)	■ LOAN OFFICER	12.08	11.22	110603	S	5	4	4	7

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(358.677-014)	LOCKER-ROOM ATTENDANT	5.33	5.50	090507	L	2	2	2	2
(921.663-038)	LOCOMOTIVE-CRANE OPERATOR	12.28	12.51	051104	M	3	1	2	5
(667.682-090)	LOG CUT-OFF SAWYER, AUTOMATIC	7.72	8.32	060203	L	3	2	2	5
(921.683-058)	■ LOG LOADER	11.98	11.75	051104	L	3	1	2	4
(569.684-010)	LOG PEELER	7.56	7.00	060425	V	2	1	1	2
(455.487-010)	LOG SCALER	10.55	11.00	050706	L	3	3	2	5
(454.684-018)	LOGGER, ALL AROUND	12.21	12.00	030402	H	2	2	1	4
(929.663-010)	■ LOGGING TRACTOR OPERATOR	12.38	12.50	030402	M	3	1	1	4
(915.583-010)	LOT ATTENDANT	5.56	5.75	050803	L	3	2	3	3
(915.687-018)	LUBRICATION SERVICER	5.58	5.00	051208	M	2	1	1	4
(669.687-018)	LUMBER STRAIGHTENER	6.19	5.87	060440	M	2	1	1	2
(930.382-010)	MACHINE DRILLER	13.32	11.60	051102	H	3	2	2	5
(619.687-014)	MACHINE HELPER	6.77	7.25	060424	H	2	1	1	3
(609.130-010)	MACHINE SHOP SUPERVISOR, PRODUCTION	17.83	19.74	060101	L	4	4	3	8
(600.280-034)	MACHINIST, AUTOMOTIVE	9.57	8.00	050507	M	4	3	3	7
(600.280-022)	MACHINIST, GENERAL	10.27	10.00	050507	M	4	4	4	7
(669.380-014)	MACHINIST, WOOD	10.23	10.00	050508	M	3	3	3	6
(209.687-026)	MAIL CLERK	5.90	5.46	070504	L	3	1	2	2
(620.281-046)	MAINTENANCE MECHANIC	18.56	18.29	050509	M	4	3	3	7
(822.281-018)	MAINTENANCE MECHANIC, TELEPHONE	16.42	17.21	050505	L	4	4	3	7
(899.684-022)	MAINTENANCE REPAIRER HELPER, INDUSTRIAL	11.27	8.25	051004	H	3	1	2	5
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	9.07	8.49	051001	M	4	3	3	7
(891.137-010)	MAINTENANCE SUPERVISOR	15.60	14.43	050202	L	4	3	3	7
(195.367-014)	MANAGEMENT AIDE	6.43	6.21	070101	L	4	3	4	5
(161.167-010)	MANAGEMENT ANALYST	16.80	15.87	050106	S	5	5	5	7
(189.167-018)	MANAGEMENT TRAINEE	8.48	8.27	110502	L	5	3	4	6
(163.167-010)	■ MANAGER, ADVERTISING	12.91	10.83	110901	S	5	3	5	8

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(186.167-018)	MANAGER, APARTMENT HOUSE	6.05	5.00	111101	L	4	3	4	5
(184.117-030)	MANAGER, AREA DEVELOPMENT	25.63	26.61	110903	S	5	3	4	8
(185.167-058)	MANAGER, AUTO SERVICE	11.36	10.58	051002	L	4	3	4	6
(185.167-014)	■ MANAGER, AUTOMOBILE SERVICE STATION	10.14	10.38	111105	H	4	4	4	7
(183.117-010)	MANAGER, BRANCH	17.08	14.03	110502	S	5	4	4	8
(187.167-070)	MANAGER, CASINO	10.71	9.23	111102	L	4	4	4	7
(163.167-014)	MANAGER, CIRCULATION	13.34	12.35	110504	S	5	3	4	8
(169.167-082)	MANAGER, COMPUTER OPERATIONS	16.89	15.63	110101	S	5	4	4	8
(169.167-086)	MANAGER, CREDIT AND COLLECTION	12.55	11.14	110603	S	4	4	4	8
(187.167-082)	MANAGER, CUSTOMER SERVICES	18.47	17.78	051002	L	4	4	4	8
(169.167-030)	MANAGER, DATA PROCESSING	17.47	18.00	110101	S	5	4	5	8
(189.167-022)	MANAGER, DEPARTMENT	12.50	10.44	110502	S	5	4	4	7
(299.137-010)	MANAGER, DEPARTMENT	11.15	10.16	111105	M	4	3	3	7
(166.167-030)	■ MANAGER, EMPLOYMENT	12.59	11.45	110502	S	5	4	5	8
(185.137-010)	MANAGER, FAST FOOD SERVICES	7.16	6.25	111104	L	4	4	4	5
(186.167-086)	MANAGER, FINANCIAL INSTITUTION	20.07	18.07	111104	S	5	4	5	8
(187.167-106)	MANAGER, FOOD SERVICE	7.61	7.21	111104	L	4	4	4	7
(187.167-114)	MANAGER, GOLF CLUB	8.14	6.19	111102	S	4	4	4	6
(189.117-022)	MANAGER, INDUSTRIAL ORGANIZATION	15.21	14.31	110501	L	5	4	5	8
(186.167-034)	MANAGER, INSURANCE OFFICE	17.31	15.00	111104	S	5	4	5	8
(186.117-046)	MANAGER, LEASING	26.41	28.85	111202	S	5	5	5	8
(187.167-126)	MANAGER, LIQUOR ESTABLISHMENT	8.71	8.94	111104	L	4	4	4	6
(320.137-014)	MANAGER, LODGING FACILITIES	10.08	8.13	111101	M	4	3	4	7
(185.167-034)	MANAGER, MERCHANDISE	13.18	11.65	110504	S	4	3	4	7
(169.167-034)	■ MANAGER, OFFICE	11.85	10.32	070102	S	4	3	4	7
(185.167-038)	■ MANAGER, PARTS	9.87	9.66	111105	L	4	3	3	7
(166.117-018)	MANAGER, PERSONNEL	14.86	14.62	110502	S	5	5	5	8

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(189.167-030)		MANAGER, PROGRAM	11.32	10.79	110502	S	5	5	5	8
(186.167-046)		MANAGER, PROPERTY	8.97	9.61	111104	L	4	3	4	8
(187.167-230)		MANAGER, RECREATION FACILITY	12.12	11.54	111102	L	4	3	4	6
(185.167-046)	■	MANAGER, RETAIL STORE	11.14	10.00	111105	L	4	4	4	7
(012.167-058)		MANAGER, SAFETY	16.28	16.15	050102	S	6	6	6	8
(163.167-018)	■	MANAGER, SALES	14.69	13.85	110504	S	5	3	5	8
(187.167-154)		MANAGER, THEATER	6.15	6.00	111102	L	5	3	4	7
(184.167-094)	■	MANAGER, TRAFFIC	11.64	10.99	110502	S	5	4	4	8
(184.167-114)	■	MANAGER, WAREHOUSE	12.02	11.38	111103	L	4	3	4	8
(050.067-014)		MARKET RESEARCH ANALYST	12.17	10.60	110603	S	5	5	5	7
(929.687-030)	●	MATERIAL HANDLER	6.90	6.43	051203	H	2	1	1	3
(525.684-010)		MEAT BONER	5.76	5.75	060428	M	2	1	2	4
(222.684-010)		MEAT CLERK	8.30	7.50	050901	M	2	1	1	2
(316.684-018)		MEAT CUTTER	9.65	10.56	051008	H	3	2	3	6
(829.667-014)		MECHANIC HELPER, AUTOMATIC PINSETTER	4.25	4.25	051215	H	2	2	2	2
(620.684-014)		MECHANIC HELPER, AUTOMOBILE	6.37	6.00	051215	H	2	1	2	3
(932.683-018)		MECHANICAL-SHOVEL OPERATOR	20.46	20.17	051102	M	3	2	2	5
(621.281-014)		MECHANIC, AIRCRAFT	10.73	10.75	050509	M	4	4	4	7
(638.261-022)		MECHANIC, AUTOMATIC PINSETTER	7.09	8.13	051004	M	3	2	2	4
(620.261-010)	● ■	MECHANIC, AUTOMOBILE	9.86	9.56	050509	M	4	3	3	7
(620.381-010)		MECHANIC, AUTOMOBILE RADIATOR	8.10	6.62	051002	M	3	2	3	6
(620.261-022)	●	MECHANIC, CONSTRUCTION EQUIPMENT	11.95	12.05	050509	M	3	2	3	7
(625.281-010)	■	MECHANIC, DIESEL	10.86	10.90	050509	H	4	3	3	7
(620.281-050)		MECHANIC, INDUSTRIAL TRUCK	11.70	11.50	050509	M	4	3	3	7
(638.281-014)		MECHANIC, MAINTENANCE	12.34	11.27	050509	H	4	4	3	7
(629.381-014)		MECHANIC, OIL FIELD EQUIPMENT	10.35	9.75	050509	M	4	3	3	6
(637.261-026)	■	MECHANIC, REFRIGERATION	12.08	11.87	050509	H	4	3	3	8

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(625.281-034)		MECHANIC, SMALL ENGINE	7.46	7.12	050509	M	3	3	3	6
(620.281-062)	■	MECHANIC, TRANSMISSION	11.32	12.00	051002	M	3	3	3	7
(079.362-010)	■	MEDICAL ASSISTANT	7.94	7.66	100302	L	4	3	4	6
(245.362-010)		MEDICAL RECORD CLERK	7.05	6.63	070503	L	4	3	3	4
(078.261-038)		MEDICAL TECHNOLOGIST	13.73	13.77	020402	L	5	4	5	7
(293.357-022)		MEMBERSHIP SOLICITOR	7.38	6.00	080208	L	4	3	4	4
(355.377-018)		MENTAL-RETARDATION AIDE	5.53	5.56	100302	M	4	3	3	6
(239.677-010)	■	MESSENGER, COPY	5.61	5.25	070702	L	2	1	2	2
(209.567-010)		METER READER	9.76	9.50	050903	L	3	2	2	3
(041.061-058)		MICROBIOLOGIST	13.99	11.20	020203	L	6	6	6	8
(039.264-010)		MICROCOMPUTER SUPPORT SPECIALIST	9.25	9.00	050505	M	4	3	4	7
(638.281-018)	●	MILLWRIGHT	11.19	10.76	050506	H	4	3	3	7
(939.281-010)		MINER	12.81	12.98	051102	V	4	3	2	6
(249.362-014)	■	MORTGAGE CLERK	7.47	7.00	070104	S	3	3	3	5
(960.362-010)		MOTION PICTURE PROJECTIONIST	4.86	5.00	051005	L	4	2	2	6
(620.281-054)		MOTORCYCLE REPAIRER	9.42	10.00	050509	H	3	3	3	6
(807.664-010)	■	MUFFLER INSTALLER	6.18	5.50	051001	M	3	2	2	4
(301.677-010)		NANNY, BABY- SITTER, CHILD MONITOR	4.61	4.37	100303	M	3	1	2	3
(131.262-010)		NEWSCASTER	6.76	6.00	110803	L	5	2	5	7
(131.262-014)		NEWSWRITER	9.92	10.00	110802	L	5	2	5	7
(355.674-014)		NURSE ASSISTANT	6.03	5.67	100302	M	3	2	2	4
(075.124-018)		NURSE INSTRUCTOR	17.71	16.94	100201	L	5	4	5	8
(075.264-010)		NURSE PRACTITIONER	16.48	18.00	100201	L	5	5	5	8
(075.167-010)		NURSE SUPERVISOR	13.14	11.80	100201	L	5	4	5	7
(075.137-010)		NURSE SUPERVISOR, OCCUPATIONAL HEALTH	17.79	17.50	100201	L	5	4	5	7
(075.364-010)		NURSE, GENERAL DUTY	15.39	15.25	100201	M	5	4	5	7
(075.137-014)		NURSE, HEAD	17.53	16.85	100201	M	5	4	5	7

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MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(INCLUDING SKILL LEVELS REQUIRED)

D.O.T. Code		Occupation	Hourly Wage Rates (Average)	(Median)	Guide For Occupational Exploration	Physical Demands	General Educational Development (Reasoning)	(Math)	(Language)	Specific Vocational Preparation
(079.374-014)		NURSE, LICENSED PRACTICAL	9.65	9.41	100201	M	4	3	4	6
(075.374-014)	■	NURSE, OFFICE	12.28	11.57	100201	L	5	3	5	7
(075.374-018)		NURSE, PRIVATE DUTY	15.53	16.94	100201	M	5	4	5	7
(070.101-054)		OBSTETRICIAN	52.46	54.81	020301	L	6	5	6	8
(076.121-010)		OCCUPATIONAL THERAPIST	17.20	17.58	100202	M	5	4	5	7
(355.377-010)		OCCUPATIONAL THERAPY AIDE	8.31	8.40	100302	M	3	2	2	4
(076.364-010)		OCCUPATIONAL THERAPY ASSISTANT	6.60	6.32	100202	M	4	3	4	6
(633.281-018)	● ■	OFFICE MACHINE SERVICER	9.91	9.00	050509	L	4	3	3	7
(633.131-010)		OFFICE-MACHINE-SERVICE SUPERVISOR	10.77	12.21	050509	L	4	3	3	7
(651.382-042)		OFFSET PRESS OPERATOR I	10.40	9.41	050513	L	4	2	3	8
(914.382-010)		OIL PUMPER	10.96	10.62	050603	L	3	3	3	6
(859.683-010)		OPERATING ENGINEER	14.34	15.07	051101	M	3	1	2	6
(186.137-014)		OPERATIONS OFFICER	13.27	10.02	110601	S	5	4	4	7
(716.280-014)		OPTICIAN	9.11	8.32	050511	L	4	4	4	8
(079.364-014)		OPTOMETRIC ASSISTANT	7.16	6.50	100302	S	4	4	4	6
(079.101-018)	■	OPTOMETRIST	24.94	24.00	020304	L	5	4	5	7
(249.362-026)		ORDER CLERK	7.74	7.00	070503	S	3	3	3	4
(920.587-018)	■	PACKAGER, HAND	6.87	6.50	060438	M	2	1	1	2
(840.381-010)	●	PAINTER	7.36	7.08	051007	M	3	2	2	7
(741.684-026)	■	PAINTER, SPRAY	9.93	9.30	051007	M	3	2	2	4
(845.381-014)	■	PAINTER, TRANSPORTATION EQUIPMENT	7.92	7.75	051007	M	3	2	3	6
(939.362-014)		PANELBOARD OPERATOR	15.28	15.98	060218	L	4	3	3	5
(119.267-026)		PARALEGAL	11.93	11.00	110402	L	5	2	5	7
(079.364-026)		PARAMEDIC	8.10	8.00	100302	V	4	3	4	6
(915.473-010)		PARKING LOT ATTENDANT	4.43	4.25	090402	L	2	1	1	2
(222.367-042)		PARTS CLERK	6.72	6.25	050901	H	3	3	3	3
(215.382-014)	■	PAYROLL CLERK	9.06	8.71	070205	S	4	3	3	4

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(209.362-026)		PERSONNEL CLERK	9.08	8.40	070503	S	4	2	4	4
(166.267-038)		PERSONNEL RECRUITER	10.45	9.81	110304	S	5	3	5	7
(215.367-014)		PERSONNEL SCHEDULER	8.38	8.32	070501	S	4	3	3	4
(074 161-010)		PHARMACIST	20.44	20.67	020401	L	5	5	5	7
(074.382-010)	■	PHARMACY TECHNICIAN	7.16	7.00	050901	L	3	3	3	3
(079.364-022)		PHLEBOTOMIST	7.33	7.75	020402	L	3	2	3	3
(976.687-018)		PHOTOFINISHING LABORATORY WORKER	5.82	5.70	060302	L	2	2	2	3
(972.382-014)		PHOTOGRAPHER, LITHOGRAPHIC	8.47	8.25	010601	L	4	2	3	7
(207.685-018)		PHOTOGRAPHIC-MACHINE OPERATOR	5.91	5.75	051219	L	3	2	2	2
(143.062-034)		PHOTOJOURNALIST	9.88	10.60	010203	L	4	2	4	7
(650.582-022)		PHOTOTYPSETTER OPERATOR	8.86	8.95	070602	L	4	2	3	5
(076.121-014)		PHYSICAL THERAPIST	18.83	17.69	100202	M	5	4	5	7
(076.224-010)		PHYSICAL THERAPIST ASSISTANT	20.66	26.40	100202	M	4	3	4	6
(355.354-010)		PHYSICAL THERAPY AIDE	7.59	6.98	100302	M	3	2	3	4
(079.364-018)		PHYSICIAN ASSISTANT	15.58	17.50	100201	L	5	4	5	7
(739.684-146)		PICTURE FRAMER	6.24.	6.10	010602	L	3	1	1	5
(862.281-022)		PIPE FITTER (CONSTRUCTION)	11.87	9.56	050503	H	4	3	3	7
(665.682-022)		PLANER OPERATOR	8.02	7.10	060203	M	3	2	2	4
(012.167-050)		PLANNER, PRODUCTION	11.42	11.06	050106	L	5	4	4	7
(003.061-050)		PLANNING ENGINEER, CENTRAL OFFICE FACILITIES	11.73	10.96	050103	S	6	6	6	8
(408.364-010)		PLANT CARE WORKER	5.30	5.25	030405	M	3	2	3	3
(862.381-030)	●	PLUMBER	16.52	17.72	050503	H	4	3	3	7
(663.682-014)		POLE-PEELING-MACHINE OPERATOR	7.65	8.00	060403	L	3	1	1	3
(214.482-022)		POLICY RATER	8.01	8.00	070204	S	3	3	3	4
(219.362-042)		POLICY-CHANGE CLERK	7.57	7.61	070202	S	4	3	4	5
(324.477-010)		PORTER, BAGGAGE	5.24	5.00	090503	M	2	2	2	2
(850.683-030)		POWER SHOVEL OPERATOR	10.50	11.06	051101	M	3	1	1	5

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D.O.T. Code	Occupation	Hourly Wage Rates (Average)	Hourly Wage Rates (Median)	Guide For Occupational Exploration	Physical Demands	General Educational Development (Reasoning)	General Educational Development (Math)	General Educational Development (Language)	Specific Vocational Preparation
(222.367-050)	PRESCRIPTION CLERK, LENS & FRAMES	6.83	6.77	050902	L	3	3	2	5
(189.117-026)	■ PRESIDENT	21.98	18.47	110501	S	5	5	5	8
(186.117-054)	PRESIDENT, FINANCIAL INSTITUTION	26.77	23.24	110501	S	6	5	5	9
(651.362-010)	PRESS OPERATOR	9.74	9.50	050513	M	4	3	3	7
(617.260-010)	PRESS OPERATOR, HEAVY DUTY	7.96	7.73	060202	H	3	2	2	7
(363.682-014)	PRESSER, ALL AROUND	6.12	6.52	060435	M	2	2	1	3
(209.587-034)	PRICE MARKER	6.73	7.00	050903	L	2	1	1	2
(159.117-010)	PRODUCER	7.90	7.99	010301	L	6	4	6	8
(221.382-018)	■ PRODUCTION CLERK	7.79	7.52	050303	S	3	3	3	4
(221.167-018)	PRODUCTION COORDINATOR	8.48	7.88	050902	S	4	3	4	6
(529.686-070)	PRODUCTION HELPER	7.82	8.50	060415	M	2	1	1	2
(609.685-018)	■ PRODUCTION MACHINE TENDER	6.46	6.00	060402	M	2	2	2	3
(699.130-010)	PRODUCTION SUPERVISOR	12.34	10.50	060201	L	4	3	4	7
(187.117-046)	PROGRAM DIRECTOR, GROUP WORK	11.30	10.45	110701	L	5	5	5	8
(030.162-014)	PROGRAMMER ANALYST	15.73	15.40	110101	S	5	5	5	7
(189.117-030)	PROJECT DIRECTOR	17.57	11.75	110502	S	5	5	5	8
(029.167-014)	PROJECT MANAGER, ENVIRONMENTAL RESEARCH	17.10	15.00	020102	L	5	5	5	8
(217.382-010)	PROOF-MACHINE OPERATOR	6.13	5.72	070602	S	3	3	3	4
(209.687-010)	PROOFREADER	7.17	6.92	070502	S	3	2	2	4
(930.382-018)	PROSPECTING DRILLER	12.51	12.00	051103	M	3	3	2	6
(822.361-018)	PROTECTIVE-SIGNAL INSTALLER	7.25	6.75	050505	M	4	3	2	7
(355.377-014)	PSYCHIATRIC AIDE	5.62	5.30	100302	M	3	2	3	4
(045.107-022)	■ PSYCHOLOGIST, CLINICAL	18.78	15.63	100102	S	6	5	6	8
(165.167-014)	PUBLIC RELATIONS REPRESENTATIVE	14.06	13.27	110903	S	5	4	5	7
(914.382-022)	PUMPER, HEAD	13.18	14.00	050603	L	3	3	3	7
(162.157-038)	■ PURCHASING AGENT	11.87	11.06	110504	L	4	3	4	7
(075.167-014)	QUALITY ASSURANCE COORDINATOR	13.41	12.68	100201	L	5	4	5	7

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(078.362-026)	RADIOLOGIC TECHNOLOGIST	11.71	11.66	100202	L	5	4	5	7
(219.362-046)	REAL ESTATE CLERK	7.39	7.42	070104	S	4	3	3	5
(237.367-038)	■ RECEPTIONIST	6.44	6.30	070404	S	3	2	3	4
(195.367-030)	RECREATION AIDE	5.25	5.17	090101	L	3	2	3	2
(195.227-014)	RECREATION LEADER	6.95	7.23	090101	L	4	3	4	6
(341.367-010)	RECREATION-FACILITY ATTENDANT	5.16	4.67	070403	L	4	2	3	3
(630.281-022)	REPAIRER	18.20	18.80	050509	M	4	3	3	6
(769.684-038)	REPAIRER, ASSEMBLED WOOD PRODUCTS	5.21	5.00	051001	M	3	1	2	5
(131.262-018)	REPORTER	8.67	9.75	110802	L	5	3	5	7
(667.682-058)	RESAW OPERATOR	8.99	9.15	060203	H	3	2	1	6
(199.267-034)	RESEARCH ASSISTANT II	10.44	9.12	110802	S	5	3	5	6
(186.167-054)	RESERVE OFFICER	12.72	11.54	110603	S	5	5	4	9
(187.167-186)	RESIDENCE SUPERVISOR	7.01	6.32	110701	S	4	3	4	6
(076.361-014)	RESPIRATORY THERAPIST	11.69	11.75	100202	M	4	3	3	6
(355.674-022)	RESPIRATORY THERAPY AIDE	8.33	7.38	100302	M	3	3	3	4
(869.684-046)	ROUSTABOUT	7.64	7.75	051001	H	3	1	2	5
(250.257-010)	■ SALES AGENT, INSURANCE	11.15	9.81	080102	L	4	3	4	6
(250.357-018)	■ SALES AGENT, REAL ESTATE	13.65	10.00	080204	L	4	3	4	5
(290.477-014)	SALES CLERK	5.62	5.40	090402	L	3	2	2	3
(290.477-018)	SALES CLERK, FOOD	6.45	5.52	090402	L	3	3	2	3
(250.157-010)	SALES REPRESENTATIVE	12.65	11.63	080204	L	5	4	5	7
(254.357-014)	■ SALES REPRESENTATIVE, ADVERTISING	9.83	8.65	080102	L	4	3	4	6
(279.357-014)	■ SALES REPRESENTATIVE, GENERAL MERCHANDISE	10.38	9.38	080201	L	4	3	4	5
(259.357-018)	■ SALES REPRESENTATIVE, RADIO & TV TIME	8.06	7.50	080102	L	4	3	4	6
(253.257-010)	SALES REPRESENTATIVE, TELEPHONE SERVICES	9.60	7.61	080102	L	5	3	4	6
(279.357-054)	■ SALESPERSON, GENERAL MERCHANDISE	6.79	5.65	080203	L	3	2	2	3
(279.357-062)	SALESPERSON, PARTS	8.37	8.69	080203	L	4	3	3	5

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(277.357-058)		SALESPERSON, SPORTING GOODS	4.82	4.25	080202	L	4	3	4	5
(701.381-014)		SAW FILER	12.36	11.76	050507	M	3	3	3	6
(667.687-018)	■	SAWMILL WORKER	9.18	9.94	060440	M	3	1	1	3
(979.684-034)		SCREEN PRINTER	5.97	6.00	060434	L	2	1	1	3
(201.362-030)	■	SECRETARY	7.54	7.23	070103	S	4	3	4	6
(201.362-010)		SECRETARY, LEGAL	9.75	9.54	070103	S	4	2	4	6
(201.362-014)	■	SECRETARY, MEDICAL	8.14	7.91	070103	S	4	3	4	6
(372.667-034)	●	SECURITY GUARD	6.40	5.50	040202	L	3	1	2	3
(185.164-010)		SERVICE MANAGER	14.43	13.41	051002	H	4	3	3	7
(915.467-010)	■	SERVICE STATION ATTENDANT	5.63	5.30	051002	M	3	2	2	3
(369.477-014)		SERVICE-ESTABLISHMENT ATTENDANT	6.16	6.55	090402	L	3	2	2	3
(601.280-054)		SET-UP OPERATOR, TOOL MACHINE	9.79	9.67	050507	M	4	4	3	7
(787.682-046)	■	SEWING MACHINE OPERATOR	5.27	5.10	060205	L	3	2	2	5
(804.281-010)	●	SHEET METAL WORKER	10.18	9.00	050506	M	4	4	3	7
(222.387-050)	■	SHIPPING AND RECEIVING CLERK	6.57	6.05	050901	M	3	3	2	5
(869.381-026)		SIGN ERECTOR	10.04	10.50	050506	M	4	2	3	7
(979.684-030)		SILK-SCREEN PRINTER	5.23	4.50	060227	L	3	2	2	3
(195.107-030)		SOCIAL WORKER, MEDICAL, CLINICAL	15.59	15.50	100102	S	5	3	5	7
(195.367-034)		SOCIAL SERVICES AIDE	5.75	5.10	100102	L	4	3	4	6
(040.061-058)		SOIL SCIENTIST	13.10	10.31	020202	L	6	6	6	8
(813.684-022)		SOLDERER, PRODUCTION LINE	7.02	6.35	060431	L	2	2	2	2
(166.167-046)		SPECIAL AGENT	15.63	17.30	110502	S	5	3	5	8
(076.107-010)		SPEECH PATHOLOGIST	15.92	15.00	020304	L	5	5	5	7
(408.684-014)		SPRAYER, HAND	7.84	8.03	030404	H	3	2	2	4
(559.685-170)		SPREADING MACHINE OPERATOR	7.87	7.86	060419	L	2	1	1	3
(410.674-022)		STABLE ATTENDANT	7.10	6.00	030302	H	2	1	1	2
(921.682-018)		STACKER & SORTER OPERATOR	7.87	7.75	051204	M	2	1	1	3

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(216.382-062)		STATISTICAL CLERK	8.56	7.84	070203	S	3	3	3	4
(202.362-014)		STENOGRAPHER	8.54	8.60	070503	S	3	2	3	5
(222.387-058)		STOCK CLERK	7.40	6.25	050901	H	3	3	2	4
(299.367-014)		STOCK CLERK, SELF-SERVICE STORE	6.32	5.50	050901	H	3	2	2	4
(922.687-058)		STORES LABORER	7.39	6.50	050901	M	2	1	1	2
(971.381-050)		STRIPPER (PRINTING & PUBLISHING)	10.86	11.02	010601	S	4	2	3	8
(850.684-018)		STRIPPING SHOVEL OILER	18.76	20.80	051208	H	3	1	1	6
(801.361-014)	●	STRUCTURAL STEEL WORKER	10.48	8.50	050506	H	3	2	3	7
(045.107-058)		SUBSTANCE ABUSE COUNSELOR	11.10	10.97	100102	S	5	3	5	8
(182.167-026)		SUPERINTENDENT, CONSTRUCTION	16.28	15.63	050202	L	5	5	4	7
(181.117-014)		SUPERINTENDENT, MINE	34.94	32.60	050205	L	5	4	4	8
(183.117-014)		SUPERINTENDENT, PRODUCTION	16.17	14.33	050203	L	5	4	4	8
(214.137-022)		SUPERVISOR, ACCOUNTS RECEIVABLE	12.47	12.26	070202	S	4	4	3	8
(807.137-010)		SUPERVISOR, AUTOMOBILE BODY REPAIR	8.82	8.50	050506	L	4	3	3	7
(973.137-010)	■	SUPERVISOR, COMPOSING ROOM	13.17	13.64	050513	L	4	2	3	7
(183.167-018)		SUPERVISOR, DEPARTMENT OR DIVISION	12.63	12.40	050203	L	5	4	4	8
(206.137-010)		SUPERVISOR, FILES	9.98	9.61	070503	L	4	2	4	7
(405.131-010)		SUPERVISOR, HORTICULTURAL-SPECIALTY FARMING	8.30	7.69	030203	M	4	3	4	7
(381.137-010)		SUPERVISOR, JANITORIAL SERVICES	6.83	7.18	051218	M	4	2	3	6
(319.137-030)		SUPERVISOR, KITCHEN	5.64	5.25	051008	M	4	3	4	7
(361.137-010)		SUPERVISOR, LAUNDRY	5.96	6.19	050902	L	3	3	3	6
(922.137-018)		SUPERVISOR, LOADING & UNLOADING	10.21	9.77	051201	M	4	2	2	6
(181.167-018)		SUPERVISOR, MINE	22.89	22.23	050205	L	4	3	3	8
(215.137-014)		SUPERVISOR, PAYROLL	7.35	7.32	070205	S	4	3	4	7
(939.131-014)		SUPERVISOR, PRODUCTION	14.49	13.31	050202	L	4	3	3	8
(669.130-026)		SUPERVISOR, SAWMILL	13.41	12.46	060101	M	4	3	3	7
(787.132-010)		SUPERVISOR, SEWING	6.29	5.75	060201	L	4	3	3	6

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■ Workers in these occupations are sometimes paid on a non-hourly basis. See "Interpretation of Wage Data" information on page 2 and "Non-hourly Wage Rates" on page 33.

MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(INCLUDING SKILL LEVELS REQUIRED)

D.O.T. Code	Occupation	Hourly Wage Rates (Average)	(Median)	Guide For Occupational Exploration	Physical Demands	General Educational Development (Reasoning)	(Math)	(Language)	Specific Vocational Preparation
(408.131-010)	SUPERVISOR, SPRAY, LAWN AND TREE SERVICE	9.43	8.50	030203	L	4	4	4	7
(205.137-014)	SUPERVISOR, SURVEY WORKERS	8.84	9.55	070401	L	4	3	3	6
(205.367-054)	SURVEY WORKER	6.04	5.50	070401	L	3	1	2	2
(018.167-034)	SURVEYOR ASSISTANT, INSTRUMENTS	10.66	10.02	050301	L	5	5	4	7
(869.567-010)	SURVEYOR HELPER	7.58	7.25	051202	M	3	1	2	4
(891.684-018)	SWIMMING POOL SERVICER	6.66	6.50	051004	M	3	1	2	4
(910.667-026)	SWITCH TENDER	10.07	10.14	051205	M	2	1	2	2
(030.167-014)	SYSTEMS ANALYST	16.49	16.41	110101	S	5	4	5	7
(913.463-018)	■ TAXI DRIVER	4.80	4.25	090302	M	3	2	2	3
(913.367-010)	TAXICAB STARTER	5.88	4.50	070405	S	3	2	2	3
(099.327-010)	TEACHER AIDE	6.20	6.08	110201	L	4	3	4	6
(094.227-022)	TEACHER, MENTALLY IMPAIRED	7.00	7.00	100203	L	5	4	5	7
(092.227-018)	TEACHER, PRESCHOOL	6.89	6.73	100203	L	4	2	3	7
(033.162-018)	TECHNICAL SUPPORT SPECIALIST	11.84	10.58	110101	L	5	4	5	7
(166.167-054)	TECHNICAL TRAINING COORDINATOR	12.42	14.00	110703	L	5	3	5	8
(005.261-014)	TECHNICIAN, CIVIL ENGINEERING	13.43	13.50	050302	L	4	4	4	7
(077.124-010)	TECHNICIAN, DIETETIC	7.67	7.38	050517	L	5	4	5	7
(003.161-010)	TECHNICIAN, ELECTRICAL	13.88	11.75	050101	L	4	4	4	7
(078.362-018)	TECHNICIAN, ELECTROCARDIOGRAPH (EKG)	7.49	7.71	100301	L	3	3	3	4
(078.362-022)	TECHNICIAN, ELECTROENCEPHALOGRAPH (EEG)	10.57	10.53	100301	M	4	4	4	6
(003.161-014)	TECHNICIAN, ELECTRONIC	13.59	12.69	050101	L	5	5	4	7
(007.161-018)	TECHNICIAN, MECHANICAL DESIGN	11.71	11.64	050302	S	5	5	5	7
(007.161-026)	TECHNICIAN, MECHANICAL-ENGINEERING	15.34	17.29	050101	L	5	4	4	7
(078.381-014)	TECHNICIAN, MEDICAL-LABORATORY	7.88	7.58	020402	L	4	4	4	5
(029.261-014)	TECHNICIAN, POLLUTION-CONTROL	11.39	10.77	050308	L	4	4	4	6
(012.261-014)	TECHNICIAN, QUALITY-CONTROL	9.73	8.00	020401	L	5	5	4	7
(079.374-022)	TECHNICIAN, SURGICAL	10.55	10.94	100302	L	4	4	3	6

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■ Workers in these occupations are sometimes paid on a non-hourly basis. See "Interpretation of Wage Data" information on page 2 and "Non-hourly Wage Rates" on page 33

MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(INCLUDING SKILL LEVELS REQUIRED)

D.O.T. Code		Occupation	Hourly Wage Rates (Average)	(Median)	Guide For Occupational Exploration	Physical Demands	General Educational Development (Reasoning)	(Math)	(Language)	Specific Vocational Preparation
(079.361-014)		TECHNICIAN, VETERINARY	6.62	6.00	020303	M	4	3	4	6
(219.362-022)		TELEGRAPH SERVICE CLERK	15.92	16.45	070202	S	4	3	3	5
(235.662-022)		TELEPHONE OPERATOR	5.90	5.67	070406	S	3	2	3	3
(299.357-014)	■	TELEPHONE SOLICITOR	5.34	5.00	080208	S	3	3	3	3
(720.281-018)	●	TELEVISION AND RADIO REPAIRER	10.04	8.65	051003	M	4	3	2	7
(194.062-010)		TELEVISION TECHNICIAN	7.29	6.98	010203	H	5	4	5	7
(211.362-018)		TELLER, GENERAL	6.44	6.41	070301	L	4	3	3	5
(211.132-010)		TELLER, HEAD	8.63	8.59	070301	L	4	3	4	8
(211.467-030)		TICKET SELLER	4.30	4.25	070301	L	3	2	2	2
(248.382-010)		TICKETING CLERK	6.63	6.05	070204	S	3	3	3	4
(459.387-010)		TIMBER CRUISER	13.96	14.42	030202	M	4	3	3	7
(665.482-018)		TIMBER-SIZER OPERATOR	9.49	10.27	060203	M	3	2	1	4
(750.685-014)		TIRE RECAPPER	8.10	8.12	051212	M	2	1	1	4
(915.684-010)		TIRE REPAIRER	7.34	7.00	051215	H	2	1	1	3
(119.287-010)		TITLE EXAMINER	8.82	8.25	070105	S	5	3	5	7
(209.367-046)		TITLE SEARCHER	9.00	8.58	070502	L	3	1	3	5
(601.260-010)		TOOL AND DIE MAKER	13.82	15.00	050507	M	4	4	4	8
(930.130-010)		TOOL PUSHER	15.55	15.69	050205	L	4	2	3	8
(740.684-026)		TOUCH UP PAINTER, HAND	6.48	6.82	060433	L	2	1	1	2
(919.663-026)		TOW TRUCK OPERATOR	8.60	10.00	050803	M	2	1	2	3
(910.684-014)		TRACK REPAIRER	9.93	10.51	051212	H	3	2	2	4
(620.281-058)		TRACTOR MECHANIC	8.99	8.00	050509	M	4	3	3	7
(929.683-014)		TRACTOR OPERATOR	10.98	10.80	051104	M	3	2	2	3
(209.382-022)		TRAFFIC CLERK (RADIO & TV BROADCAST)	8.32	8.36	070503	L	3	2	3	4
(166.227-010)		TRAINING REPRESENTATIVE	8.37	7.98	110202	L	5	4	5	7
(203.582-058)		TRANSCRIBING MACHINE OPERATOR	8.50	8.15	070602	S	3	1	3	5
(355.677-014)		TRANSPORTER, PATIENTS	6.20	6.00	100303	M	2	1	2	2

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■ Workers in these occupations are sometimes paid on a non-hourly basis. See "Interpretation of Wage Data" information on page 2 and "Non-hourly Wage Rates" on page 33.

MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(INCLUDING SKILL LEVELS REQUIRED)

D.O.T. Code		Occupation	Hourly Wage Rates (Average)	(Median)	Guide For Occupational Exploration	Physical Demands	General Educational Development (Reasoning)	(Math)	(Language)	Specific Vocational Preparation
(252.152-010)		TRAVEL AGENT	7.86	7.32	080206	S	4	3	4	5
(408.181-010)		TREE SURGEON	12.72	15.25	030103	M	4	2	2	6
(667.682-094)		TRIMMER SAWYER	9.71	10.27	060203	M	3	2	1	4
(902.683-010)	●	TRUCK DRIVER, DUMP	9.56	9.62	050801	M	3	1	1	2
(905.663-014)	● ■	TRUCK DRIVER, HEAVY	11.03	10.61	050801	M	3	2	2	4
(906.683-022)	●	TRUCK DRIVER, LIGHT	7.37	6.80	050801	M	3	2	2	3
(904.383-010)	● ■	TRUCK DRIVER, TRACTOR TRAILER	10.40	10.00	050801	M	3	2	3	4
(921.683-050)		TRUCK OPERATOR, INDUSTRIAL	8.84	9.40	060440	M	2	1	1	3
(909.137-018)		TRUCK SUPERVISOR	12.69	12.98	051201	L	4	3	4	8
(807.281-010)		TRUCK-BODY BUILDER	11.87	12.88	050506	M	3	3	2	5
(762.684-062)		TRUSS ASSEMBLER	6.29	5.75	051001	M	3	2	2	3
(186.117-074)		TRUST OFFICER	13.71	13.35	110605	L	5	4	5	7
(203.582-066)		TYPIST	6.58	6.62	070602	S	3	2	3	3
(169.267-046)		UNDERWRITER	13.09	11.66	110603	S	5	4	5	7
(219.367-038)		UNDERWRITING CLERK	9.14	9.00	070104	L	3	3	3	4
(032.262-010)		USER SUPPORT ANALYST	8.92	8.34	110101	S	4	3	4	7
(079.267-010)		UTILIZATION REVIEW COORDINATOR	11.29	11.54	110702	L	5	4	5	7
(723.381-014)		VACUUM CLEANER REPAIRER	7.21	7.00	051003	M	3	2	2	6
(664.662-010)		VENEER LATHE OPERATOR	6.95	6.50	060203	M	3	1	1	4
(073.101-010)	■	VETERINARIAN	17.62	14.08	020303	M	5	4	5	8
(189.117-034)	■	VICE PRESIDENT	21.68	19.20	110502	S	5	4	5	8
(194.282-010)		VIDEO OPERATOR	6.25	5.40	050305	S	4	4	3	7
(097.221-010)	■	VOCATIONAL TRAINING INSTRUCTOR	8.24	7.50	110202	L	4	4	4	7
(094.227-026)		VOCATIONAL TRAINING TEACHER	9.16	9.23	100203	L	5	3	5	7
(311.477-030)	■	WAITER/WAITRESS	4.47	4.25	090401	L	3	2	2	3
(245.362-014)		WARD CLERK	7.15	7.27	070503	L	3	3	3	3
(910.367-030)		WAY INSPECTOR	10.77	9.00	050701	L	3	2	3	5

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division. See "Interpretation of Wage Data" information on page 2.

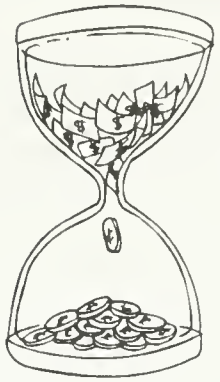
■ Workers in these occupations are sometimes paid on a non-hourly basis. See "Interpretation of Wage Data" information on page 2 and "Non-hourly Wage Rates" on page 33.

MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION
(INCLUDING SKILL LEVELS REQUIRED)

D.O.T. Code	Occupation	Hourly Wage Rates (Average)	Hourly Wage Rates (Median)	Guide For Occupational Exploration	Physical Demands	General Educational Development (Reasoning)	General Educational Development (Math)	General Educational Development (Language)	Specific Vocational Preparation
(810.384-014)	WELDER, ARC	12.04	10.20	050506	H	4	4	3	5
(819.384-010)	WELDER, COMBINATION	11.19	9.65	050506	M	4	3	3	6
(811.684-014)	WELDER, GAS	9.07	7.40	050506	M	3	3	3	5
(819.684-010)	WELDER, PRODUCTION LINE	9.04	8.50	060431	M	2	2	2	2
(819.131-014)	WELDING SUPERVISOR	13.09	10.86	060201	L	4	4	3	8
(812.682-010)	WELDING-MACHINE OPERATOR, RESISTANCE	8.32	8.57	060219	M	4	4	3	6
(185.167-070)	WHOLESALER	14.40	14.59	110504	S	5	5	4	8
(769.687-054)	WOODWORKING SHOP HAND	6.32	6.20	060425	V	2	1	1	2
(203.382-030)	WORD PROCESSING MACHINE OPERATOR	7.73	7.32	070602	S	3	2	3	5
(131.267-026)	WRITER, TECHNICAL PUBLICATIONS	11.58	12.74	110802	S	5	3	5	8
(921.663-066)	YARDING ENGINEER	11.32	12.50	051104	L	3	1	2	6

- Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division. See "Interpretation of Wage Data" information on page 2.
- Workers in these occupations are sometimes paid on a non-hourly basis. See "Interpretation of Wage Data" information on page 2 and "Non-hourly Wage Rates" on page 33.

Non-Hourly Wage Rates



Some Montana workers are not paid by the hour. The five Montana industries employing the largest numbers of non-hourly workers when this survey was done in **1993** were **beauty shops** (SIC 7231), **motor vehicle dealers** (SIC 5511), **trucking, except local** (SIC 4213), **sporting and athletic goods** (SIC 3949), and **logging** (SIC 2411). Fifteen occupations account for 80 percent of all non-hourly wage rates employers reported paying. Listed in alphabetical order, non-hourly workers in the following occupations were paid accordingly:

Auto Mechanic (DOT 620.261-010) -- Paid by commission ranging from 4 to 55 percent.

Bus Driver (DOT 913.463-010) -- Paid by the trip or by the mile.

Hairstylist (DOT 332.271-018) -- Paid commissions ranging from 47 to 65 percent.

Hunting and Fishing Guide (DOT 353.161-010) -- Paid by the day ($100 to $160 per day) or sometimes by the boatload ($28 to $42 per boat).

Insurance Agent (DOT 250.257-010) -- Paid by commission.

Logger (DOT 454.684-018) -- Paid by the log ($1 to $1.25 per log), by the tree (35 to 50 cents per tree), by the thousand board feet ($6.50 to $10 per thousand board feet), by the load ($25 to $30 per load), or by the day ($100 to $130).

Route Driver (DOT 293.353-010) -- Paid on commission or by the mile (21 to 30 cents per mile).

Salesperson (DOT 279.357-054) -- Paid by commission ranging from 3 to 25 percent.

Sales Representative (DOT 270.357-014) -- Paid by commission ranging from 10 to 25 percent.

Sewing Machine Operator (DOT 787.682-046) -- Paid bonuses or incentives.

Taxi Driver (DOT 913.463-018) -- Paid by commission (35 to 44 percent).

Timber Faller (DOT 454.384-010) -- Paid by the log (90 cents to $1.40 per log) or by the day ($117.50 to $180 per day).

Tractor Trailer Drivers (DOT 904.383-010) -- Paid by the mile ($.09 to $.382 cents per mile), commission or percentage of gross (15 to 30 percent).

Van Driver (DOT 913.663-018) -- Paid by the trip ($15 to $40 per trip) or by commission (39 to 42 percent).

Waiter/Waitress (DOT 311.477-030) -- Paid wages and tips.

SIC and DOT Codes

SIC stands for Standard Industrial Classification, which is a system developed by the federal Office of Management and Budget to classify business establishments on the basis of industrial activity.

DOT stands for *Dictionary of Occupational Titles*, which is a U.S. Department of Labor document listing job descriptions for more than 21,000 U.S. occupations and assigning each a DOT number code.

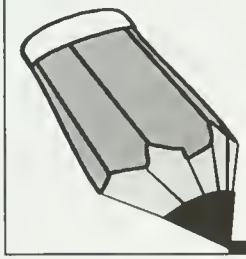
WAGE TABLE

Hourly	Weekly	Monthly	Annually	Hourly	Weekly	Monthly	Annually
3.00	120.00	520.00	6240.00	9.00	360.00	1560.00	18720.00
3.10	124.00	537.30	6448.00	9.10	364.00	1577.30	18928.00
3.20	128.00	554.70	6656.00	9.20	368.00	1594.70	19136.00
3.30	132.00	572.00	6864.00	9.30	372.00	1612.00	19344.00
3.40	136.00	589.30	7072.00	9.40	376.00	1629.30	19552.00
3.50	140.00	606.70	7280.00	9.50	380.00	1646.70	19760.00
3.60	144.00	624.00	7488.00	9.60	384.00	1664.00	19968.00
3.70	148.00	641.30	7696.00	9.70	388.00	1681.30	20176.00
3.80	152.00	658.70	7904.00	9.80	392.00	1698.70	20384.00
3.90	156.00	676.00	8112.00	9.90	396.00	1716.00	20592.00
4.00	160.00	693.30	8320.00	10.00	400.00	1733.30	20800.00
4.10	164.00	710.70	8528.00	10.10	404.00	1750.70	21008.00
4.20	168.00	728.00	8736.00	10.20	408.00	1768.00	21216.00
4.30	172.00	745.30	8944.00	10.30	412.00	1785.30	21424.00
4.40	176.00	762.70	9152.00	10.40	416.00	1802.70	21632.00
4.50	180.00	780.00	9360.00	10.50	420.00	1820.00	21840.00
4.60	184.00	797.30	9568.00	10.60	424.00	1837.30	22048.00
4.70	188.00	814.70	9776.00	10.70	428.00	1854.70	22256.00
4.80	192.00	832.00	9984.00	10.80	432.00	1872.00	22464.00
4.90	196.00	849.30	10192.00	10.90	436.00	1889.30	22672.00
5.00	200.00	866.70	10400.00	11.00	440.00	1906.70	22880.00
5.10	204.00	884.00	10608.00	11.10	444.00	1924.00	23088.00
5.20	208.00	901.30	10816.00	11.20	448.00	1941.30	23296.00
5.30	212.00	918.70	11024.00	11.30	452.00	1958.70	23504.00
5.40	216.00	936.00	11232.00	11.40	456.00	1976.00	23712.00
5.50	220.00	953.30	11440.00	11.50	460.00	1993.30	23920.00
5.60	224.00	970.70	11648.00	11.60	464.00	2010.70	24128.00
5.70	228.00	988.00	11856.00	11.70	468.00	2028.00	24336.00
5.80	232.00	1005.30	12064.00	11.80	472.00	2045.30	24544.00
5.90	236.00	1022.70	12272.00	11.90	476.00	2062.70	24752.00
6.00	240.00	1040.00	12480.00	12.00	480.00	2080.00	24960.00
6.10	244.00	1057.30	12688.00	12.10	484.00	2097.30	25168.00
6.20	248.00	1074.70	12896.00	12.20	488.00	2114.70	25376.00
6.30	252.00	1092.00	13104.00	12.30	492.00	2132.00	25584.00
6.40	256.00	1109.30	13312.00	12.40	496.00	2149.30	25792.00
6.50	260.00	1126.70	13520.00	12.50	500.00	2166.70	26000.00
6.60	264.00	1144.00	13728.00	12.60	504.00	2184.00	26208.00
6.70	268.00	1161.30	13936.00	12.70	508.00	2201.30	26416.00
6.80	272.00	1178.70	14144.00	12.80	512.00	2218.70	26624.00
6.90	276.00	1196.00	14352.00	12.90	516.00	2236.00	26832.00
7.00	280.00	1213.30	14560.00	13.00	520.00	2253.30	27040.00
7.10	284.00	1230.70	14768.00	13.10	524.00	2270.70	27248.00
7.20	288.00	1248.00	14976.00	13.20	528.00	2288.00	27456.00
7.30	292.00	1265.30	15184.00	13.30	532.00	2305.30	27664.00
7.40	296.00	1282.70	15392.00	13.40	536.00	2322.70	27872.00
7.50	300.00	1300.00	15600.00	13.50	540.00	2340.00	28080.00
7.60	304.00	1317.30	15808.00	13.60	544.00	2357.30	28288.00
7.70	308.00	1334.70	16016.00	13.70	548.00	2374.70	28496.00
7.80	312.00	1352.00	16224.00	13.80	552.00	2392.00	28704.00
7.90	316.00	1369.30	16432.00	13.90	556.00	2409.30	28912.00
8.00	320.00	1386.70	16640.00	14.00	560.00	2426.70	29120.00
8.10	324.00	1404.00	16848.00	14.10	564.00	2444.00	29328.00
8.20	328.00	1421.30	17056.00	14.20	568.00	2461.30	29536.00
8.30	332.00	1438.70	17264.00	14.30	572.00	2478.70	29744.00
8.40	336.00	1456.00	17472.00	14.40	576.00	2496.00	29952.00
8.50	340.00	1473.30	17680.00	14.50	580.00	2513.30	30160.00
8.60	344.00	1490.70	17888.00	14.60	584.00	2530.70	30368.00
8.70	348.00	1508.00	18096.00	14.70	588.00	2548.00	30576.00
8.80	352.00	1525.30	18304.00	14.80	592.00	2565.30	30784.00
8.90	356.00	1542.70	18512.00	14.90	596.00	2582.70	30992.00

WAGE TABLE

Hourly	Weekly	Monthly	Annually	Hourly	Weekly	Monthly	Annually
15.00	600.00	2600.00	31200.00	21.00	840.00	3640.00	43680.00
15.10	604.00	2617.30	31408.00	21.10	844.00	3657.30	43888.00
15.20	608.00	2634.70	31616.00	21.20	848.00	3674.70	44096.00
15.30	612.00	2652.00	31824.00	21.30	852.00	3692.00	44304.00
15.40	616.00	2669.30	32032.00	21.40	856.00	3709.30	44512.00
15.50	620.00	2686.70	32240.00	21.50	860.00	3726.70	44720.00
15.60	624.00	2704.00	32448.00	21.60	864.00	3744.00	44928.00
15.70	628.00	2721.30	32656.00	21.70	868.00	3761.30	45136.00
15.80	632.00	2738.70	32864.00	21.80	872.00	3778.70	45344.00
15.90	636.00	2756.00	33072.00	21.90	876.00	3796.00	45552.00
16.00	640.00	2773.30	33280.00	22.00	880.00	3813.30	45760.00
16.10	644.00	2790.70	33488.00	22.10	884.00	3830.70	45968.00
16.20	648.00	2808.00	33696.00	22.20	888.00	3848.00	46176.00
16.30	652.00	2825.30	33904.00	22.30	892.00	3865.30	46384.00
16.40	656.00	2842.70	34112.00	22.40	896.00	3882.70	46592.00
16.50	660.00	2860.00	34320.00	22.50	900.00	3900.00	46800.00
16.60	664.00	2877.30	34528.00	22.60	904.00	3917.30	47008.00
16.70	668.00	2894.70	34736.00	22.70	908.00	3934.70	47216.00
16.80	672.00	2912.00	34944.00	22.80	912.00	3952.00	47424.00
16.90	676.00	2929.30	35152.00	22.90	916.00	3969.30	47632.00
17.00	680.00	2946.70	35360.00	23.00	920.00	3986.70	47840.00
17.10	684.00	2964.00	35568.00	23.10	924.00	4004.00	48048.00
17.20	688.00	2981.30	35776.00	23.20	928.00	4021.30	48256.00
17.30	692.00	2998.70	35984.00	23.30	932.00	4038.70	48464.00
17.40	696.00	3016.00	36192.00	23.40	936.00	4056.00	48672.00
17.50	700.00	3033.30	36400.00	23.50	940.00	4073.30	48880.00
17.60	704.00	3050.70	36608.00	23.60	944.00	4090.70	49088.00
17.70	708.00	3068.00	36816.00	23.70	948.00	4108.00	49296.00
17.80	712.00	3085.30	37024.00	23.80	952.00	4125.30	49504.00
17.90	716.00	3102.70	37232.00	23.90	956.00	4142.70	49712.00
18.00	720.00	3120.00	37440.00	24.00	960.00	4160.00	49920.00
18.10	724.00	3137.30	37648.00	24.10	964.00	4177.30	50128.00
18.20	728.00	3154.70	37856.00	24.20	968.00	4194.70	50336.00
18.30	732.00	3172.00	38064.00	24.30	972.00	4212.00	50544.00
18.40	736.00	3189.30	38272.00	24.40	976.00	4229.30	50752.00
18.50	740.00	3206.70	38480.00	24.50	980.00	4246.70	50960.00
18.60	744.00	3224.00	38688.00	24.60	984.00	4264.00	51168.00
18.70	748.00	3241.30	38896.00	24.70	988.00	4281.30	51376.00
18.80	752.00	3258.70	39104.00	24.80	992.00	4298.70	51584.00
18.90	756.00	3276.00	39312.00	24.90	996.00	4316.00	51792.00
19.00	760.00	3293.30	39520.00	25.00	1000.00	4333.30	52000.00
19.10	764.00	3310.70	39728.00	25.10	1004.00	4350.70	52208.00
19.20	768.00	3328.00	39936.00	25.20	1008.00	4368.00	52416.00
19.30	772.00	3345.30	40144.00	25.30	1012.00	4385.30	52624.00
19.40	776.00	3362.70	40352.00	25.40	1016.00	4402.70	52832.00
19.50	780.00	3380.00	40560.00	25.50	1020.00	4420.00	53040.00
19.60	784.00	3397.30	40768.00	25.60	1024.00	4437.30	53248.00
19.70	788.00	3414.70	40976.00	25.70	1028.00	4454.70	53456.00
19.80	792.00	3432.00	41184.00	25.80	1032.00	4472.00	53664.00
19.90	796.00	3449.30	41392.00	25.90	1036.00	4489.30	53872.00
20.00	800.00	3466.70	41600.00	26.00	1040.00	4506.70	54080.00
20.10	804.00	3484.00	41808.00	26.10	1044.00	4524.00	54288.00
20.20	808.00	3501.30	42016.00	26.20	1048.00	4541.30	54496.00
20.30	812.00	3518.70	42224.00	26.30	1052.00	4558.70	54704.00
20.40	816.00	3536.00	42432.00	26.40	1056.00	4576.00	54912.00
20.50	820.00	3553.30	42640.00	26.50	1060.00	4593.30	55120.00
20.60	824.00	3570.70	42848.00	26.60	1064.00	4610.70	55328.00
20.70	828.00	3588.00	43056.00	26.70	1068.00	4628.00	55536.00
20.80	832.00	3605.30	43264.00	26.80	1072.00	4645.30	55744.00
20.90	836.00	3622.70	43472.00	26.90	1076.00	4662.70	55952.00

Notes



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